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ABSTRACT

In this report are described projects and activities undertaken by ACTION's volunteer programs in 1980. A section on VISTA highlights programs in major emphasis areas (energy, independent living, youth employment) and comments on budget, projects promoting self-reliance and cooperative efforts, and the national grants program. Discussion of the National Center for Service Learning focuses on the University Year for ACTION (UYA) program, research, and the UYA education study. Activities of Older American Volunteer Programs are discussed in the next section, specifically those of the Foster Grandparent Program, Retired Senior Volunteer Program, and Senior Companion Program. The eight ongoing programs and four special projects managed by the Office of Voluntary Citizen Participation are then described. Discussion of the Peace Corps concerns projects in 1980, major developments, and activities in the regions of Africa, Latin America and Caribbean, and North Africa, Near East, Asia, and the Pacific. Two countries are highlighted in each region. Peace Corps programming and training are discussed in terms of basic needs and specific volunteer training models. Other Peace Corps activities discussed are Women in Development, training, and Information Collection and Exchange. Activities and changes within support offices are then described. Appropriate tables supplement content. (YLB)

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1980 ANNUAL REPORT

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ACTION DIRECTOR'S INTRODUCTION

The capacity to rely on one's own efforts and abilities is, in the final analysis, the key to influencing one's own destiny.

One premise of all ACTION programs is that given the opportunity, people will work for themselves and each other to develop their abilities and use them to break the bonds of poverty, ignorance and dependency.

Oftentimes the greatest impediment to self-reliance is that very lack of opportunity. ACTION and the Peace Corps, through their programs, seek to provide the poor and disenfranchised in this country and overseas that opportunity, by giving them the tools with which to achieve self-sufficiency.

The mechanism for this is the volunteer. Volunteers serve in thousands of communities in the United States and in developing countries, teaching people skills that help them shape and define their lives—skills that remain after the volunteers have left.

Volunteers work side-by-side with local citizens on local projects in an effort to develop self-help solutions to local problems. In the eight years since ACTION was founded, experience shows that the most effective solutions to social and economic problems often come from the communities themselves.

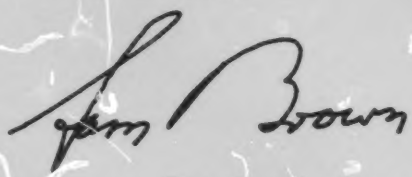
While larger social programs often meet many legitimate needs, they must be complemented by responsibility and self-reliance at the local level. No one knows more about the needs of a neighborhood or a community than the people who live there. For this reason, ACTION advocates local capacity building through self-help projects. During the past four years ACTION has succeeded in strengthening its help program by focusing volunteer efforts on those human need areas essential to physical, social, and economic well-being. These human need areas include: health and nutrition, community services, knowledge and skills, energy and conservation, food and water, housing, economic development and income and legal rights.

This configuration of human need areas underlies all of ACTION's domestic operations, which include:

- The Older Americans Volunteer Programs (Retired Senior Volunteer Program, (RSVP) Foster Grandparent Program (FGP), and the Senior Companion Program (SCP). These programs mobilize the skills of people over 60 years of age to address the needs of communities, the frail elderly, and children.
- Volunteers in Service to America (VISTA) addresses a broad spectrum of problems related to poverty. VISTA volunteers live and work in local communities, where they assist our nation's poor in achieving a better level of self-reliance.
- The Service-Learning Programs—National Center for Service Learning, University Year for ACTION (UYA). Service Learning gives students the opportunity to blend classroom education with hands-on experience in the community, and fosters an appreciation for the importance of community-wide problem-solving efforts.

Internationally, the Peace Corps, which now functions as an autonomous agency within ACTION, manages a wide range of self-help projects in developing countries throughout the world. Peace Corps projects are particularly directed at meeting the needs of the poorest of the poor, by developing new projects in the vital areas of food production, water supply, health, nutrition, and alternative energy, and by fostering the use of locally adaptable, light capital technologies that take advantage of renewable resources.

It is important to remember, however, that self-reliance is more than a strategy to eliminate poverty. It is the core of a society in which justice, equity, and integrity are indispensable, and it allows poor people that measure of dignity that comes from their own achievements.



Director

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HIGHLIGHTS: FY 1980

This year, ACTION's programs focused on a number of major emphasis areas that are essential to building capacity for self-reliance at the community level.

Energy

ACTION took significant steps towards enhancing its efforts to assist low-income Americans and people throughout the Third World to cope with the burden of soaring energy costs and limited energy resources:

- Some 10 percent of VISTA volunteers were involved with energy-related projects, such as home winterization and energy conservation. This represents a 250 percent increase over the number of VISTAs working on energy projects during FY 1979.
- Approximately 1,350 RSVP volunteers were assigned to energy projects in their communities. These volunteers were involved with energy conservation measures, home energy audits, and energy information/referral programs.
- Fitchburg (Mass.) Action to Conserve Energy (FACE), planned in FY 1979, was initiated and fully developed this year. FACE, a community-wide program, was designed to reduce the town's energy consumption by 25 percent through simple, low-cost steps that volunteers can perform for themselves or their neighbors with a minimum of training. For example, volunteers were trained to lower hot water heater temperatures, caulk and weatherstrip windows and doors, clean coils on the backs of refrigerators, insulate hot water heaters, and attach flow restrictors to showers and faucets. Local energy experts conducted the training of the volunteers, and monitored their work on actual assignments. The success and appeal of the FACE project, which was coordinated through ACTION's Office of Voluntary Citizen Participation, is reflected in the fact that 3,038 Fitchburg residents were able to realize a one million dollar saving in energy costs during the winter of 1979.

• The Community Energy Project (CEP), initiated in February 1980, expanded the FACE concept to 20 other communities throughout the country. Some of the communities began energy conservation campaigns early during the fiscal year, while others will begin theirs in the forthcoming winter months.
• In developing countries of the Third World, Peace Corps volunteers worked intensively on appropriate technology projects that use energy efficient devices such as pedal-powered grinders and solar dryers. Devices such as mud stoves were introduced in a number of countries to help conserve dwindling supplies of firewood, and biogas digester projects were initiated to provide additional fuel sources.

Independent Living

This year, ACTION continued its efforts to promote the potential for independent living, through efforts to prevent inappropriate institutionalization and to facilitate the return of individuals from institutions back to the community:
• Senior Companions continued to provide the ongoing support needed to enable many elderly people to live independently.
• Foster Grandparents worked with youthful offenders, as well as emotionally and physically handicapped youth to build their capacity for independent living.
• ACTION demonstration projects were conducted to assess the efficacy of using volunteers as resources to reduce the human and economic costs of institutional care for handicapped and elderly people.

Youth Employment

FY 1980 marked the implementation of ACTION's Youth Employment Support (YES) program, planned in FY 1979 and jointly conducted with the U.S. Department of Labor. YES proved highly successful in helping disadvantaged youth locate and maintain employment. YES projects were initiated at 12 sites in Florida, Arkansas, Massachusetts, New Mexico and North Carolina.

Special FY 1980 project areas include:

• Refugee resettlement efforts conducted in Hawaii, Florida, California, Texas and Virginia.
• Extensive planning for the U.N. proclaimed International Year for Disabled Persons, which will commence in 1981.
• Demonstration projects were conducted in the areas of energy, fixed income consumer counseling, technical assistance for small, non-profit organizations, and family violence.

VISTA volunteer provides companionship and energy counseling to the elderly, Santa Fe, NM

ACTION FY 1980 Budget—Appropriated Dollars

Total:	$145,542,000
VISTA:	$ 29,991,000
Service Learning:	$ 2,859,000
Special Volunteer Programs:	$ 3,364,000
Older American Volunteer Programs:	$ 83,317,000
Program Support:	$ 26,011,000

VISTA

VOLUNTEERS IN SERVICE TO AMERICA

VISTA is a unique volunteer program that helps low-income Americans build their capacity for self-improvement and self-reliance. VISTA projects address a diverse spectrum of problems affecting low-income people in America. At the same time, they all support some aspect of the program's major objectives, which include: helping the poor to develop effective leadership and problem-solving abilities; encouraging cooperative action and self-help projects; creating linkages between various economic strata, so that poverty-related problems facing all Americans can be corrected; providing volunteer opportunities for both nationally and locally-recruited volunteers and facilitating the delivery of existing government and private services designed to assist low-income people.

VISTA volunteers are assigned to local, public or private nonprofit sponsoring organizations. The sponsors direct the activities of the volunteers, and involve people from the community in planning and implementing the projects. Volunteers serve full-time for one year, during which time they are supported at a subsistence level within the communities they serve. They also receive a $75 monthly end-of-service stipend.

Since the beginning of the program in 1964, more than 70,000 men and women have served as volunteers on nearly 4,500 projects. These volunteers have helped millions of low-income Americans to deal with poverty-related problems defined at the local level, thereby strengthening our nation's efforts to eliminate poverty and enhance the quality of life for a vast segment of the population.

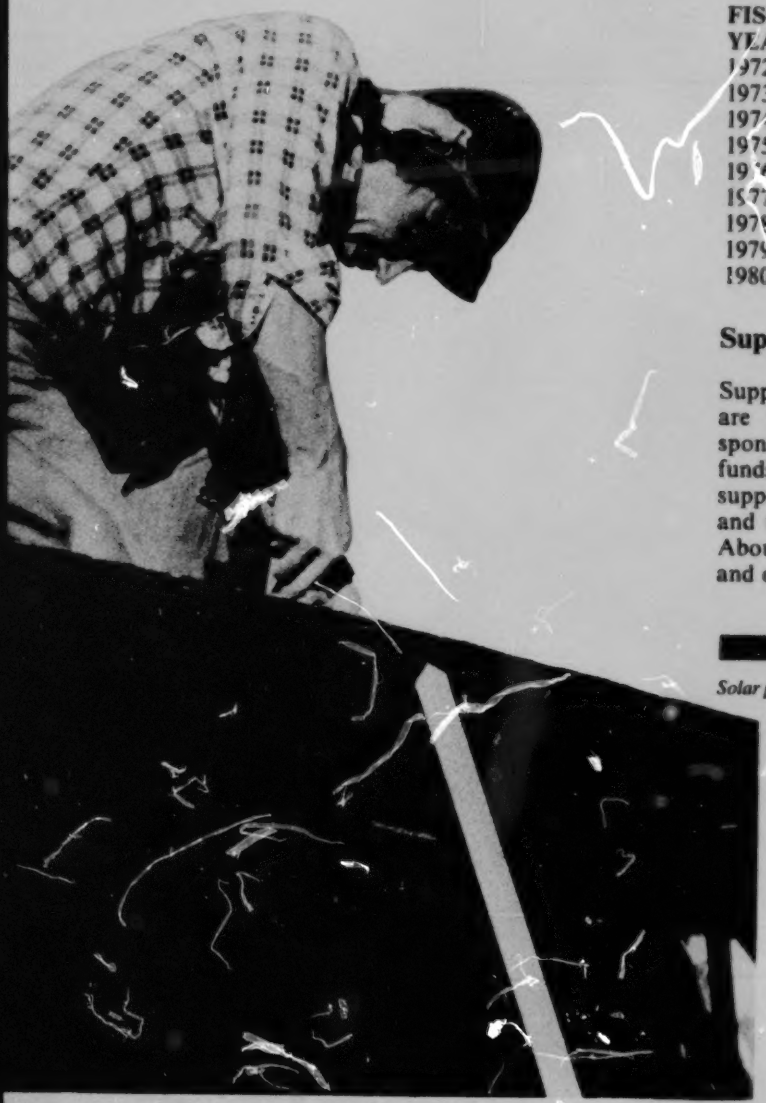
VISTA BUDGET

Using 1972 dollars as a base, the buying power of appropriated dollars has gone from a high of $23.6 million in FY 1973 to a low of $16.2 million in FY 1977. The FY 1980 level is only nine percent above the level of FY 1977, and is 25 percent below the level of FY 1973.

FISCAL YEAR	APPROPRIATED DOLLARS	CONSTANT DOLLARS
1972	$22,900,000	$22,900,000
1973	25,000,000	23,600,000
1974	22,000,000	18,900,000
1975	23,200,000	19,000,000
1976	22,300,000	16,700,000
1977	23,000,000	16,200,000
1978	30,100,000	19,800,000
1979	30,400,000	18,400,000
1980	32,000,000	17,700,000

Support and Training

Support, training and technical assistance for VISTA projects are provided by ACTION in conjunction with project sponsors. During FY 1980, approximately 80 percent of the funds appropriated went directly towards the personal support of volunteers, including allowances, health insurance, and transportation to and from their places of assignment. About ten percent of the funds paid for volunteer supervision and on-the-job transportation. The remaining ten percent was



Solar panel construction on adobe home, Santa Fe, NM

used for all other costs, including training and technical assistance.

In FY 1980, ACTION conducted the first field investigation of VISTA pre-service and in-service training in nearly ten years. Using the evaluation results, as well as the curriculum developed in FY 1979, VISTA established national standards for volunteer pre-service and in-service training, sponsor-supervisor training and volunteer career development.

VISTA in Action

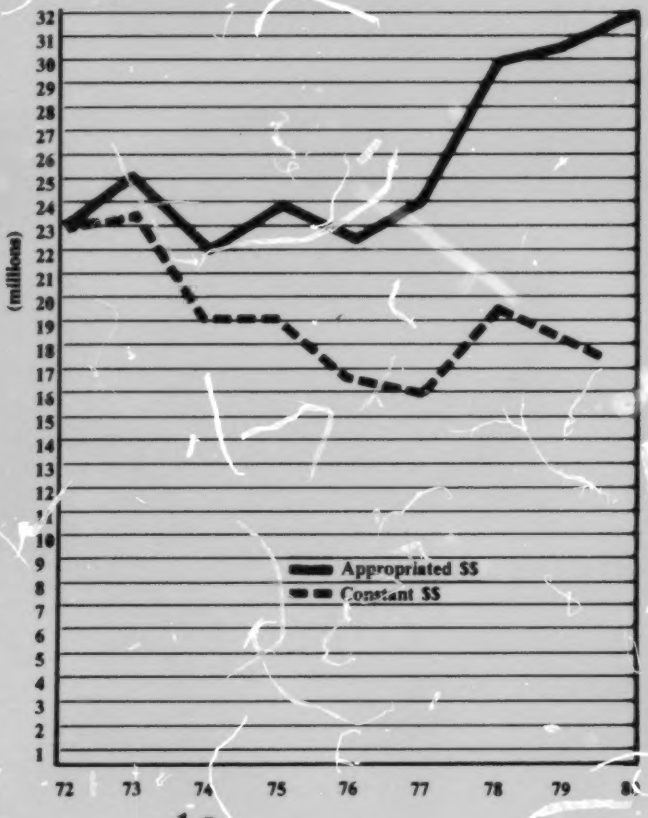
During FY 1980, VISTA directly served or ensured benefits to more than 1.2 million of the nation's poor. A total of 4,005 volunteers served through 810 projects. This year, 334 new projects were opened and 183 projects were phased out. Of those phased out, 135 (or 74 percent) were institutionalized with project activities being continued by the local community.

This year, VISTA volunteers throughout the country participated in a broad range of projects such as: helping low-income people revitalize decaying urban neighborhoods; focusing attention on medically underserved areas; providing low-cost energy alternatives to the poor; securing legal rights for handicapped citizens; expanding the membership of struggling consumer groups and farmers' cooperatives; and enabling older people to obtain greater emotional, physical and financial security.

Installing solar energy panels, Santa Fe, NM

Farm cooperative gasohol project, Epes, AL

VISTA BUDGET
CONSTANT/APPROPRIATED DOLLARS
FY 1972—FY 1980 (using FY 1972 as a base)



The following projects illustrate how VISTA volunteers help promote self-reliance and cooperative efforts:

Community Services (31% of VISTA volunteers)

• VISTA volunteers working with the Chinese Development Council in New York City have been involved with efforts to improve the quality of life for the thousands of poor families in the Chinese community. Volunteers have helped assemble a Consumer Alliance, which enables its low-income members to purchase food and clothing at discount prices. During the first six months of the Alliance, 1800 residents of Chinatown joined the organization, and some 130 businesses agreed to participate by offering discounts of up to 25 percent on some items. In addition to the discount program, the Alliance has also begun a food cooperative. The VISTAs assigned to this project are involved in housing, job training and education.

Knowledge/Skills (17%)

• In East Baton Rouge Parish, Louisiana, more than 2,000 people are totally illiterate; they cannot use the telephone book, read or write simple messages, or read grocery or medicine labels. To help remedy this situation, three VISTA volunteers have been placed in Operation Upgrade. The volunteers work with residents of the Louisiana Correctional Institute for Women, where they serve as coordinators between prison officials and Operation Upgrade. They also tutor residents who read below the fifth grade level, coordinate a Senior Citizen Program, and tutor non-readers at the site. In addition, the VISTAs have written, edited and published math and reading books for at least 14,000 functionally illiterate adults. These books have been requested by programs in other states, and will continue to be used in Baton Rouge after the VISTA volunteers leave.

Energy/Conservation (10%)

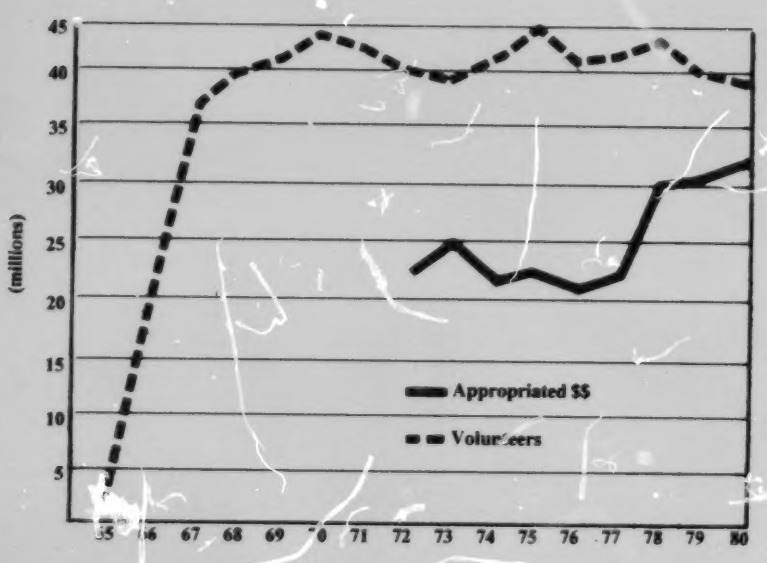
• VISTA volunteers assigned to the Southwest Alabama Farmer's Association have provided assistance in a number of farming-related areas, including the high cost of energy. The energy goals of SWAFCA are twofold: to become energy self-sufficient and to reduce the farmers' dependence on petroleum products. With the help of the VISTAs, SWAFCA has constructed an alcohol fuel refinery that produces 500 gallons of ethanol per week. The co-op is currently in the process of modifying all vehicles so that they can run on alcohol fuel. Plans are also underway to use grain and the manure from co-op owned hogs to produce methane gas. The methane will then be used to operate electric generators.

Economic Development/Income (7%)

• VISTA volunteers continue to maintain and expand the Eastern Suffolk Rural Development Credit Union in Riverhead, New York. The credit union was originally started by VISTAs in 1974, and has since grown from 13 to 1,000 members. The volunteers have been instrumental in recruiting

VISTA VOLUNTEERS VS APPROPRIATED DOLLARS

1965-1980



members, encouraging deposits from public agencies and businesses, and educating low-income residents about the services available through the organization. In addition, the VISTA volunteers provide members with training in budget and financial management. This credit union, which was able to turn $360,000 back into the community, has the distinction of being one of 33 low-income unions to receive a $200,000 loan from the Community Services Administration and technical assistance from the National Credit Union Administration.

Teaching English to Spanish-speaking senior citizens at a senior center. La Jora, CO

Health/Nutrition (7%)

• VISTA volunteers assigned to the Centro del la Raza East Long Beach Neighborhood Center have been instrumental in promoting comprehensive health services to the East Long Beach community, an area declared by HHS to be underserved. In the initial phase of a health strategy plan for the area, four programs related to child and family protective health care have been implemented. VISTAs involved with the prenatal program have successfully negotiated with the hospital for low-cost prenatal care and delivery for low-income and minority residents. The hospital provides the medical services, including delivery at a reduced rate, while supportive services (such as transportation, child care, translation, financial screening and referrals) are provided by the sponsoring agency. Spin-offs from the prenatal program include: prenatal educational classes, a children's screening program, family planning services and a nutrition supplement program for women and their children.

VISTA Statistics

1. Number of VISTA volunteer service years: 3,982[A]

2. Minorities (%)[B]
   Black: 21%
   Hispanic: 5%
   American Indian/Alaskan Native: 3%
   Asian/Pacific Islander: 2%
   TOTAL: 30%

3. Recruitment (%)
   * NRV: 33%
   ** LRV: 67% (includes LILRV)
   *** (LILRV: 30%)

4. Number of standard VISTA projects: 790[C]

4a. Number of Regional Grants funded: 11

5. Number of national grants projects funded: 9

6. % of VISTA volunteers by Basic Human Need

Community Services	31%
Knowledge/Skills	17
Economic Dev/Income	7
Health/Nutrition	9
Legal Rights	10
Energy/Conservation	10
Housing	16

7. Budget[D]:

Volunteer Support	$19,938,000
Training	2,198,000
Project Support	3,174,000
Grants	4,507,000
Evaluation	174,000
TOTAL	$29,991,000

8. Sex Ratio[B]:
   Female: 69%
   Male: 31%

9. Volunteer Age[B] Breakdown:
   18-27=46%
   28-35=19%
   36-59=24%
   60+ =11%

* Nationally Recruited Volunteer
** Locally Recruited Volunteer
*** Low-income Locally Recruited Volunteer

Notes: A: Source: FY 1980 Close-Out Report
B: Source: FY 1979 Activities Survey
C: Source: FY 1982 ZBB Submission
D: Source: FY 1980 Final SOF

Design center solar energy project, Knoxville, TN

Legal Rights (10%)

• This year, one VISTA volunteer was assigned to the Legal Center for Handicapped Citizens in Denver, Colorado. Handicapped citizens are often not in a position to defend themselves legally or assert their rights and privileges. The Center helps the handicapped to help themselves, either by individual legal assistance or legal challenges resulting in revision of state regulations. The VISTA assigned to the Center has provided legal assistance to individuals, legal advocacy in terms of important cases, community education, and advocacy in rural schools regarding programs and facilities for the handicapped. The VISTA volunteer has also assisted in the development of a legal rights newsletter that serves the handicapped community.

Housing (16%)

• Two VISTA volunteers were assigned to a project called S.W.A.P. (Stop Wasting Abandoned Property) in Providence, Rhode Island. Providence has a large Hispanic and Black community, as well as a growing number of Asians. Of the 163,000 residents in Providence, 17 percent fall within the poverty guidelines. S.W.A.P. assists moderate and low-income residents to become homeowners through "urban homesteading." The VISTA volunteers help the organization by: conducting initial assessments of properties; counseling potential homeowners regarding the purchase and ownership of reclaimed structures; and by assisting interested residents in negotiations, obtaining bank financing and securing legal assistance. So far, the VISTAs have helped 200 low-income families find the technical, financial and legal resources needed to refurbish their property. They also worked with S.W.A.P. to develop a tool bank so that costly rennovation equipment could be collectively purchased and shared. With the help of the VISTAs, S.W.A.P. was able to convince the City Council to pass legislation that eliminates delinquent city and state taxes in all abandoned houses purchased through the organization.

National Grants

The national grants program was established in 1977 to improve VISTA's ability to have an impact on specific problems of poverty through organizations that have expertise in selected areas. The national grantees use specialized training and technical assistance methods, and have the capacity to assign volunteers to otherwise hard-to-reach grassroots sponsors.

In FY 1980, nine percent of the funds available for VISTA grants was applied to the national grants program. One-third of all the national grants were awarded to minority organizations, and nearly half went to supporting rural projects. During FY 1980, the 10 national grantees involved 150 component projects and approximately 400 volunteers. For example:

Locally recruited VISTA teaches medical techniques at clinic, Epes, AL

• The Coalition of Indian Controlled School Boards was incorporated in 1971 as a non-profit, educational organization. It now has a membership of more than 160 schools. The Coalition is dedicated to the belief that American Indians must retain, as well as foster, the heritage that is vital to their survival as a people. The Coalition seeks to bring about educational reform in American Indian education by helping Indian people to gain and maintain an active voice in the educational processes that affect their children. Control by Indian groups is emphasized in those educational institutions specifically designed to serve Indian students. For example, in Montana, the Coalition and a group of VISTA volunteers surveyed the educational needs of the Rocky Boy Reservation. This led to the development of an alternative school and a community-approved curriculum. VISTAs working with the Coalition also produced an orientation packet and training session for the Tribal Education Committee, and assisted students in producing a school handbook.

• The Federation of Southern Cooperatives is a non-profit, tax-exempt regional association of more than 130 cooperatives and credit unions serving small scale farmers and other low-income rural people in 11 southern states. The Federation is a service, a resource and an advocacy organization for the 30,000 individual member families affiliated with its cooperatives and credit unions. The goal is to foster self-help community-based economic development through education, organization and cooperation among people. The Federation is based on shared needs for service, technical assistance and resources in several different areas, including: agriculture (collective marketing and purchasing); rural credit unions; handicraft production; housing; health care clinics; and manufacturing. For the past two-and-a-half years, VISTA volunteers have been involved in all of these areas serving as organizers, trainers, fundraisers, proposal writers and advocates. During FY 1980, VISTA assigned 95 volunteers, 89 of whom were locally recruited, to Federation projects in 10 states.

Fifteenth Year Anniversary

FY 1980 marked the 15th anniversary of VISTA. An anniversary celebration was launched by President Carter on December 19, 1979, when he met with 24 current VISTA volunteers at the White House. From January 1980 through June 1980, VISTA recognition events were held in cities across the country, honoring the commitment both former and current volunteers have made towards "Making a Good Place Better."

The anniversary celebration concluded in Washington with a national conference entitled "Self-Help: Strategies for the 1980s." This conference focused on people at the poverty level helping each other through citizen participation and voluntary action. More than 1200 people, including current and former VISTA volunteers, low-income people, community organizers, government officials, local and national legislators, scholars and journalists, gathered for three days and participated in over 60 issue and strategy workshops. These workshops ranged from energy and housing issues to grassroots fund-raising and the problems of the disabled.

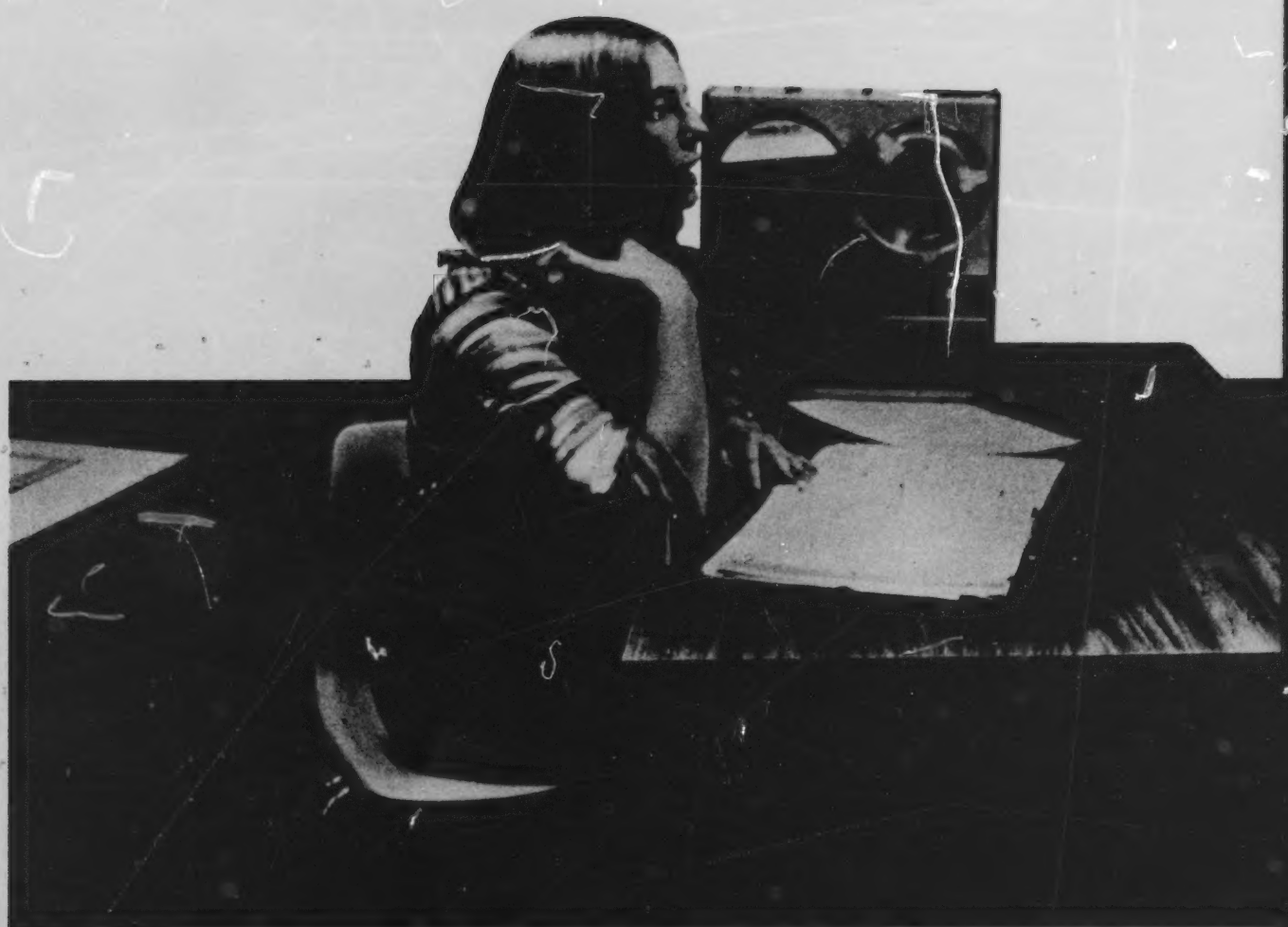
By all accounts, the VISTA 15th Anniversary Celebration was highly successful. Based on data acquired in late FY 1980, the six month celebration led to a substantial increase in VISTA's recognition by the general public.

Employment opportunities for the handicapped, Berks County, PA

Weatherization advice, Waco, TX

NCSL

NATIONAL
CENTER FOR
SERVICE-LEARNING



Service-learning is based on the idea that giving time and energy to one's community is a value that can and should be integrated into all levels of education. And, as practitioners of service-learning have pointed out, our schools and students can serve as effective resources for meeting many community needs. Within ACTION, the Peace Corps and VISTA experiences have taught us that citizen participation in community decision-making and problem-solving processes develops both the individual and community. Service-learning thus brings to consciousness the complementary nature of education and community. Through service-learning experiences, students become more aware of their responsibilities to their communities and, therefore, become more active in community life as adults.

The National Center for Service-Learning offers students throughout the country opportunities to participate in volunteer programs that address local community problems. According to two NCSL studies, nearly 750,000 students are involved in service-learning programs. The projects range from energy conservation and consumer education, to tutoring inner city youth and working in community gardens.

The goals of NCSL are: to promote the concept of service-learning as an effective community development and educational strategy; to increase the number and quality of

Disabled students fly kite with help of high school intern, Fremont, CA

Speech and hearing student evaluates vocational services client, University of Nebraska

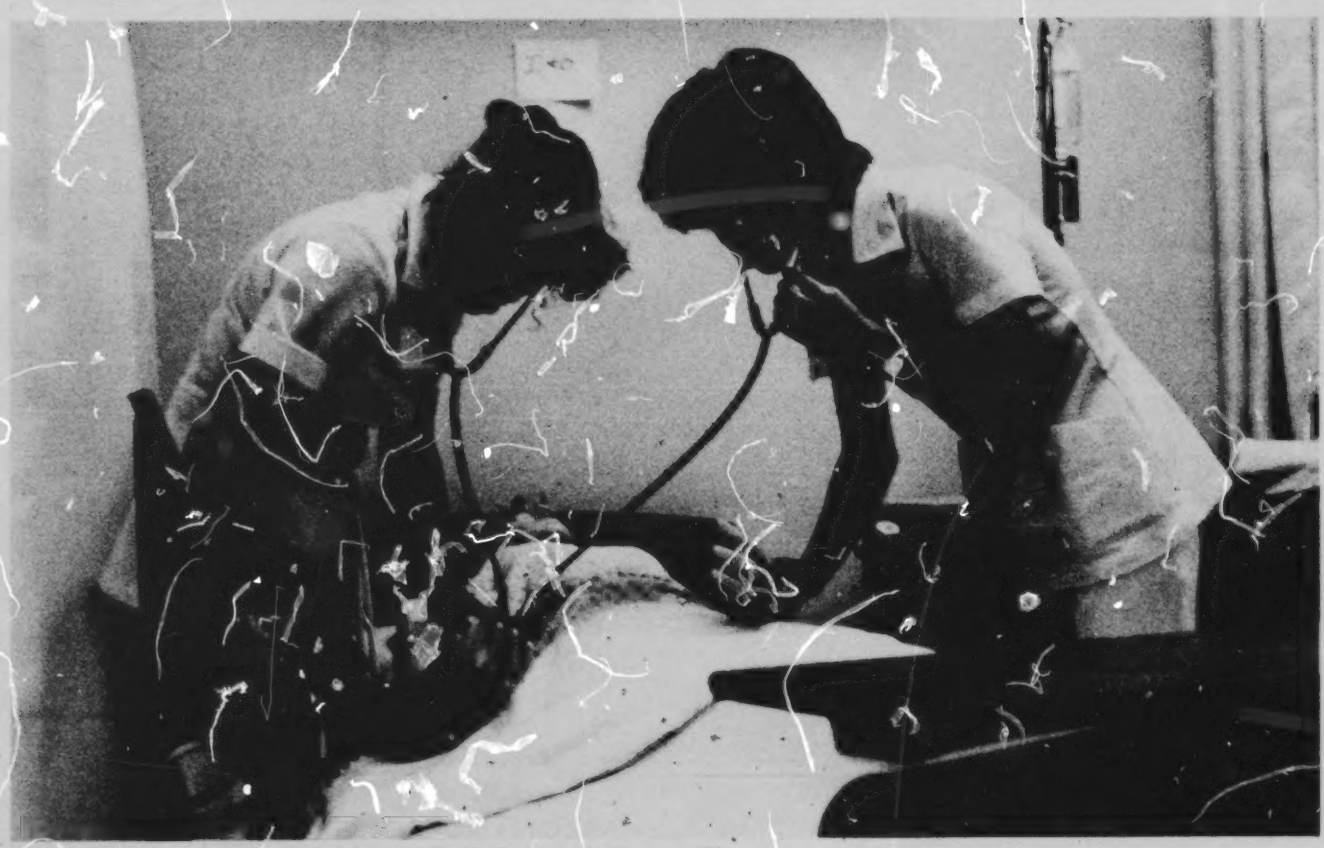
service-learning programs by responding to the technical assistance needs of program managers; and to encourage resource sharing among service-learning coordinators, thereby building a network of program managers. The Center attempts to achieve these goals through the following activities:

Training. Each year, NCSL sponsors a series of seminars for high school and college service-learning coordinators. Nationally known service-learning practitioners teach skills such as volunteer recruitment, fund-raising techniques, project development, curriculum design, locating community sponsors, identifying community needs and deriving learning objectives from project goals.

Publications. NCSL publishes and distributes, free-of-charge, a number of "how to" manuals for students. The Center also regularly publishes *Synergist*, a journal of service-learning theory and practice. *Synergist* is published three times a year, and is distributed to approximately 35,000 individuals and organizations. It provides a variety of technical aids to secondary and post-secondary service-learning programs. Each issue describes innovative or well-executed service-learning programs that may serve as models for those who are beginning or improving programs. In addition, *Synergist* gives examples of how projects have met the needs of the least privileged members of the community, and describes specific tools that are useful in designing, managing and evaluating service-learning projects.

Consultants. NCSL provides consultants to service-learning programs for short-term assignments, to help them solve specific problems associated with running programs. Priority is given to local programs with limited resources.

University Year for ACTION (UYA) program. NCSL has managed UYA since 1979. In this program, universities and consortiums or organizations are given ACTION grants that allow college students to serve their communities full-time for



Students practice on dummy at High School for Health Professionals, Houston, TX

nine or twelve months, while receiving a living allowance and academic credit. (See next section for more details.)

Research. NCSL conducts studies to determine the effectiveness of various service-learning models. In the beginning of FY 1980, NCSL continued to study the effect of intensive service-learning experiences on 13-to-18-year old juvenile offenders. The study focused on cognitive, affective, and skill development of the youth. The model designed for the study was tested at the Partners School in Denver and the Alternative School Network in Chicago. At both sites, students spent two days a week performing volunteer services in community agencies. Students also underwent classroom-based instruction units to improve their reading and math skills, as well as classroom-based preparation for providing service outside the schools. Preliminary findings based on the Partners School evaluation reveal that:

- the self-esteem of students in the program was increased.
- the academic skills of the students increased 1½ to 2 grade levels during the course of the year.
- the students' attitudes toward personal responsibility (the degree to which students view themselves as responsible for what happens to them) improved during the course of the year.
- the students' feelings of social responsibility were enhanced.
- the program appears to help decrease delinquency rates.
- the majority of students performed valuable services for community agencies, as indicated by assessments of agency supervisors.

These results demonstrate that service-learning approaches can have considerable positive impact on a juvenile offender population. (The evaluation data from the Alternative School Network were not analyzed when this report was compiled. Also, due to lack of funds, this NCSL study, which was designed to be a three year effort, was discontinued in the latter part of FY 1980.)

UNIVERSITY YEAR FOR ACTION (UYA)

The UYA program provides grants to colleges and universities, so that students can serve full-time in anti-poverty projects while making normal academic progress toward a degree. In FY 1980, 900 UYA volunteers were funded through 23 grants. Since the inception of the program in 1971, approximately 12,000 students at 120 educational institutions have participated in the program. The focus of most UYA projects has been the delivery of social services through a wide range of public and private non-profit agencies and organizations. For example:

Nine UYA volunteers sponsored by Beacon College in Washington, D.C., worked with various grassroots citizen groups.

- Two of the volunteers worked with groups that deal with housing problems, such as condominium conversion, code violations, gentrification, illegal rent increases and other means of tenant displacement that lead to community disintegration. One of the volunteers produced an instructional brochure on how to deal legally with landlord-related problems.
- Two volunteers worked with a grassroots energy organization in one of Washington's most depressed neighborhoods, Anacostia. They focused on energy audits, the development

UYA volunteers find housing for refugees, University of California at Los Angeles, CA

UYA volunteer at day care center, West Virginia State College, Charlestown, WV

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and extension of appropriate technology, and community education. The volunteers were able to involve the community in the construction of a solar-heated building wall, an event that captured national attention. They also worked with a public housing tenants association in the construction of a solar-heated meeting and recreation room.

- One volunteer worked with a major *Latino* organization in the Adams-Morgan section of Washington. The volunteer developed and produced a community resource manual that is written in Spanish, and is specially designed for the often unusual needs of the local Hispanic population.
- One volunteer worked in an elementary school on a project designed to involve parents in the school and in their childrens' education. In addition, the parent organization provides instruction for members in areas such as family nutrition and child-raising.
- Three volunteers worked on developing the Beacon College Community Resource Center. The Center, which is now operational, is involved in community education.

UYA Education Study

This year, ACTION began an evaluation study to assess the effects of policy changes on the UYA program. An earlier study of UYA, conducted by the Educational Testing Service, recommended changes in several policies and practices in order to improve the quality of the program. During FY 1978 and FY 1979, 11 demonstration projects were funded under the revised guidelines. This year's study was designed to compare standard UYA grants with the demonstration grants, and to answer such questions as:

- Have the educational institutions increased their involvement in and accessibility to the target community?
- Is the target community more likely to be low-income?
- What are the effects of the service-learning experiences on the UYA students?

The results of the study will be available in January 1981.

UYA Volunteers counsel refugee families, University of California at Los Los Angeles, CA

FY 1980 Volunteer Profiles (Total Volunteers= 900)
University Year for ACTION (UYA)

Sex Ratio (%)
Male=37%
Female=63%

Age	%
18-19	= 3%
20-21	= 20
22-24	= 34
25-34	= 29
35-44	= 7
45-54	= 4
55+	= 3

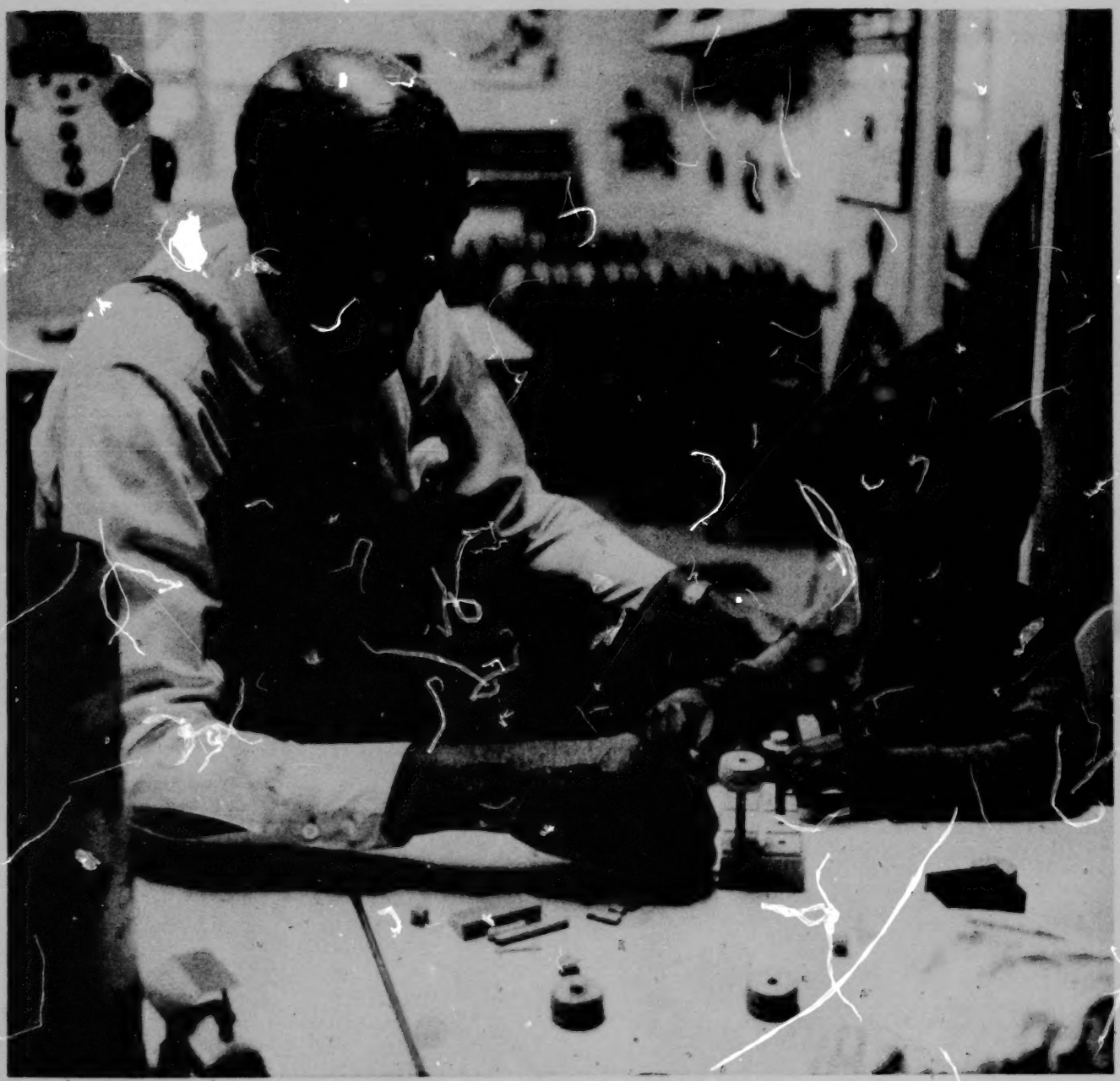
Education	%
High school only	= 42%
Attended tech school	= 1
One year college	= 7
Two year college	= 21
Three year college	= 24
College graduates	= 5

UYA volunteer constructs playground equipment, New College of California, Sausolito, CA

OAVP

OLDER AMERICAN VOLUNTEER PROGRAMS

Foster Grandparent Program (FGP)
Retired Senior Volunteer Program (RSVP)
Senior Companion Program (SCP)



Growing old is an inevitable aspect of life. But for reasons of political and practical necessity, certain years—usually 60 or 65—are designated as the point at which one "officially" reaches old age. The corollary to this kind of arbitrary mapping of human chronology is the idea that old age means retirement from work, from productivity and from active involvement in the life of the community. Unfortunately, these prevalent expectations define the social environment in which many older people must struggle to maintain their health, income, independence and sense of social utility.

Health, income and mobility tend to be proportionately more problematic as a person gets older. Yet it is a waste of human resources to establish policies and foster attitudes which encourage the belief that most older people can neither take care of themselves nor be of service to their neighbors. That they have survived into old age attests to personal histories of individuality, independence and the capacity to make choices. The presumption that they will want to forego this strong self-identification as responsible human beings helps to create a climate in which dependency becomes the only route to survival.

Still, there have always been older people who, because of extraordinary talent, power, financial independence or force of personality, are not thought of as being old. However, when we think of great statesmen, financiers and artists who are in their seventies, eighties and nineties, we are often surprised by their age—because we have learned to accept the stereotypes of failing health, strength and activity associated with the aging process. Such stereotypes rob many ordinary older people of their right to a sense of satisfaction in what they have achieved and, given the opportunities, what they can *still* achieve.

Providing opportunities for older citizens to continue to contribute to our society is what ACTION's programs for older Americans are all about. They reflect the belief that learning, doing and giving are critical elements in most people's lives, and that the need to engage in these life activities does not diminish with age. For many people, "old age" is actually the first time in their lives when they can try new roles and become involved in events outside their families and work. Older Americans do, in fact, very often bring to community service a fresh perspective and boundless creative energy. ACTION's Older Americans' programs give many "statistically old" people the chance to remain at the center of daily life in their communities, and to get well-deserved recognition for their efforts and eagerness to continue living rich and productive lives.

FY 1980 OAVP Statistics

	RSVP	FGP	SCP
Number of funded volunteers:	274,700	17,610	3,820
Number of projects:	707	208	61
Volunteer Profiles: Age			
60-69	40%	43.3%	54%
70-79	45%	48.7%	41%
80-84	11%	6.4%	4%
84+	4%	1.6%	1%
Volunteer Profiles: Minority			
Black (not Hispanic origin)	11.3%	28.1%	32.5%
Hispanic	3.4%	9.4%	5.7%
American Indian/Alaskan Native	.4%	1.4%	0.7%
Asian/Pacific Islander	.9%	1.1%	2.1%
	17.0%	40.0%	41.0%

	RSVP	FGP	SCP
Volunteer Profiles: Sex			
Female	79%	85%	82%
Male	21%	15%	18%
Handicapped	12.5%	8.4%	12.2%
Budget (amounts appropriated)	$26,217,000	$46,900,000	$10,200,000
Distribution of Volunteers by Basic Human Needs			
Health/Nutrition	39.0%	44.0	100%
Food & Water	0.1	—	
Knowledge & Skills	18.5	47.6	
Economic Dev./Income	7.8	—	
Housing	.3	—	
Energy/ Conservation	.7	—	
Community Services	33.0	8.4	
Legal Rights	.6	—	

Foster Grandparent works with pre-schooler, Detroit, MI

FGP

FOSTER
GRANDPARENT
PROGRAM

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The Foster Grandparent Program was created in 1965 to link older Americans with children in need. Through FGP, low-income people who are 60 years of age or older can volunteer their time to help children with physical, mental, emotional or social disabilities. Foster Grandparents are placed with nonprofit sponsoring agencies, such as schools, hospitals, day-care centers and institutions for the mentally or physically handicapped. The volunteers serve 20 hours a week and receive an annual stipend of $2,088. ACTION provides them with a daily meal, transportation assistance, accident insurance and an annual physical examination. In 1980, some 17,370 FGP volunteers assisted more than 43,000 children.

During FY 1980, a primary focus of FGP was independent living. Particular emphases were on placements that helped prevent or delay a child's institutionalization, or placements with institutionalized children who have been professionally diagnosed as having the greatest potential for independent living. Volunteers concentrate on teaching these children how to cope with the outside world, how to relate to others and how to live without the formal supports routinely provided by institutions.

A second FY 1980 priority area was service learning. Approximately 58 percent of the Foster Grandparent placements involved children who have special learning needs. The following examples illustrate how volunteers in the FGP attend to those needs and help prepare children for independent living situations.

- Sixty volunteers serve with the FGP of Providence, Rhode Island. The primary goal of this project is to provide love, care and attention to a variety of neglected children. In day-care centers, the Foster Grandparents prepare abused children for entry into the public schools, through reading help, play therapy and confidence-building in interpersonal relationships. At Head Start, the volunteers provide role models to children from low-income, one-parent families. Volunteers also work in special tutorial programs in elementary and junior high schools, where they help slow learners with basic reading, writing and mathematic skills. In special education programs, the volunteers work with emotionally disturbed, physically handicapped and mentally retarded individuals who need help with the daily living skills necessary for independent living.
- At the FGP in Mt. Vernon, Ohio, 76 volunteers address the special needs of children in residential institutions for the mentally disabled, in day-care centers, Head Start, public schools and schools for the mentally retarded. A special goal of this program is to apply the talent of the Foster

FGP volunteer works at Headstart program, Charlestown, WV

Grandparents in assisting youthful offenders and court-referred children to overcome drug and attitude problems. The court-referred youth accompany and assist the Foster Grandparents with severely and profoundly retarded children. The volunteers use this experience of serving others as a vehicle for educating the youthful offenders about drug and alcohol abuse. They also counsel the youth about the jobs available in the institution and what levels of education are required for the jobs. Although the youthful offender component of this project is only one year old, it has been readily accepted by the public school system. Area schools now include it in their curricula for those youth who need it.

• In Butlerville, Indiana, 56 Foster Grandparents volunteer at the Muscatatuck State School, where they serve children who are mentally retarded, emotionally disturbed or physically handicapped. The Foster Grandparents receive 40 hours of orientation and in-service training that enables them to provide loving, therapeutic efforts that help the children reach their highest level of functioning. Some of the children with whom the volunteers work are non-verbal and require special individualized program plans. These plans are developed by the staff, professionals and Foster Grandparents. One program plan resulted in a young girl's gaining enough independence to be placed in a foster home within the community.

• The FGP project in Troy, New York, addresses the needs of mentally, physically and emotionally disabled children. Sixty-four Foster Grandparents work in the schools for the emotionally disturbed, in Head Start where there is a special emphasis on the handicapped and in early intervention programs at a center for the mentally disabled. The volunteers work closely with educational specialists to identify children who need additional help. This project and the unique impact of the Foster Grandparents were the focus of a public school system study, which looked at strategies of early intervention and professional/volunteer team efforts. Another noteworthy aspect of this project is the use of cassette tapes for training, which enable visually impaired and functionally illiterate Foster Grandparents to participate in the program.

In several instances, it has been possible to help elderly adult residents, who are themselves moderately retarded, to reach the point where they can function as Foster Grandparents to resident children. These Foster Grandparents are able to take on a completely new outlook on life, in which *they* are now needed and capable of giving, to others. For example:

Grandparent at infant home, Cincinnati, OH

FGP at State Training School, Grand Junction, CO

• Fifty-five Foster Grandparents in Babylon, New York, work with emotionally disturbed adolescents in psychiatric centers, school districts and day-care centers. A unique aspect of this program is that ten of the Foster Grandparents are from institutions and are presently living in adult homes. The Foster Grandparents teach the children survival skills on a one-to-one basis. At the public school level, they provide tutoring and special personal attention to children with emotional problems. In the psychiatric centers, the volunteers conduct play therapy and teach communication skills. Aside from the enormous benefits these children get from the program, the ten Foster Grandparents who were formerly institutionalized (at a public cost of approximately $25,000 each per year) are now leading productive lives and contributing to the well-being of others.

Special Programming

FGP is involved with four areas of special programming on a continuing basis. These are: child abuse/neglect, youthful offenders, independent living and a relatively new area called "direction service." While independent living is a general goal of most FGP projects, it is a *primary* goal in demonstration projects devoted to deinstitutionalization.

Child Abuse/Neglect
When Foster Grandparents are placed in homes where child abuse is a problem, they set models for the parents and assist them in dealing with the everyday problems of raising children. These homes, which are often run by a single parent, can be emotional and psychological "pressure cookers," however, many Foster Grandparents have reported such assignments to be the most rewarding.
• In Hampton, Virginia, ten Foster Grandparents visit the homes of abusive and potentially abusive families as lay therapists. The primary goal of the project is to minimize or alleviate child abuse by restoring positive relationships in the household. This is done by role modeling, in which the Foster Grandparents demonstrate to the abusive parent(s) alternatives to violence in handling their children. The volunteers, who work closely with social workers and Child Protective Services, also bridge the parent-child gap by conducting arts and crafts activities.

Youthful Offenders
Foster Grandparents who work with youthful offenders are usually placed in correctional facilities, where they can develop personal relationships with their clients. Such trusting relationships enable the youth to become more aware of human values and human concerns for one another. For many youth who have not had meaningful parental relationships, this opportunity becomes a turning point that leads to a productive life and participation in the community.
• At the FGP of Brown County Commission in Aberdeen, South Dakota, Foster Grandparents participate in the Youth Diversion Program. This program attempts to unify all juvenile justice programs locally in an effort to systematically meet the special needs of Aberdeen's troubled youth. The goals of the project are: to engender a high degree of trust and respect between the youth and their Foster Grandparents; to improve self-esteem and self-respect; to develop their decision-making and problem-solving skills and to develop a healthy outlook on life. The Foster Grandparents work on a one-to-one basis with the youthful offenders in activities such as arts and crafts, woodworking and cooking classes. For the youth served by this program, daily interaction with their Foster Grandparents brings more than desperately needed counseling and group therapy—it brings for some, the first semblance of family life.

Direction Services
In this programming area, Foster Grandparents are placed in the home of a child who has exceptional or special needs. The volunteer relates to both the child and the child's family in a caring way. The volunteer thus helps the child directly, and assists the family by informing them about available benefits and services.
• In Jackson County, Missouri, ten FGP volunteers serve orthopedically handicapped and learning-disabled children and their families. The goals of this project are to help families with handicapped children or children with suspected handicaps identify developmental problems. Once the problems are identified, the task of the Foster Grandparent is to link the family and child to needed services and ensure the continued delivery and follow-up of services. The Foster Grandparents provide referral information to the family and person-to-person help to the handicapped youth in reading, vocabulary, spelling and math. They also insure that the child's needs are met and tracked. During summer breaks, the Foster Grandparents follow-up on the children, take them to the public library and help them maintain their vocabulary and academic skills.

Fifteen Years of FGP
On September 4, 1980, the Foster Grandparent Program celebrated its 15th anniversary. Ninety-eight of the original Foster Grandparents enrolled in 1965 are still serving children with special needs. Of these Foster Grandparents, 71 journeyed to Washington, D.C., to participate in a reception at the White House with First Lady Rosalynn Carter, and a luncheon on Capitol Hill attended by numerous members of Congress. They also viewed the premiere of the FGP documentary, "A Touch of Love," and attended an awards ceremony at the Kennedy Center, where each Foster Grandparent received a plaque commemorating 15 years of continuous volunteer service.

FGP at Headstart Center, Grand Junction, CO

RSVP

RETIRED SENIOR VOLUNTEER PROGRAM

RSVP, which was authorized in 1969, offers people who are at least 60 years of age the chance to use their talents, skills and experience while performing community services. RSVP volunteers serve part time in their own communities on projects supervised by nonprofit sponsors, including community action agencies, local government and senior service organizations. ACTION provides RSVP volunteers with transportation costs and accident insurance.

RSVP in Action

RSVP volunteers serve in projects covering a wide range of community needs, such as energy conservation, housing, health, nutrition, youth services and education. For example:

- In Adams and Lincoln Counties, Washington, 164 RSVP volunteers are assigned to senior centers, nursing homes, public schools, a food/clothing bank and a mental health treatment center. The volunteers provide a variety of services, including: one-to-one tutoring and remedial reading assistance in public schools; advising older people about Medicare benefits and insurance; serving as group therapy assistants in an independent living program for mental health patients; collecting clothing for low-income people and participating in a community education program. Twenty volunteers in this project also work in a food recovery program. They visit local farms following the harvest to collect fruit and vegetable donations for low-income people in need of emergency food assistance.
- The RSVP of Madison County, New York, has 500 volunteers working at 61 volunteer stations, including schools, nursing homes, mental health facilities and several housing projects. Some volunteers are trained to conduct energy audits for community residents. Others provide tutorial assistance to students in public schools, or reading and basic living skills to mentally handicapped individuals. This project has also succeeded in establishing a food co-op operated by 50 RSVP volunteers, who are involved in the buying and packaging of food items delivered to 200 homebound elderly and low-income people.
- In Tallapoosa County, Alabama, 357 volunteers are assigned to 35 public and private non-profit organizations, including an alcohol abuse program, hospitals, nursing homes, a clothing bank and a medical transportation program. Their activities include: drug abuse counseling, helping people secure transportation to medical facilities and collecting clothing that can be distributed to low-income residents. During the heat wave of this year, the volunteers mobilized to collect and distribute electric fans to homebound elderly people. Twenty-five of the volunteers on this project also established a recycling project, in which aluminum, bottles and paper products were recycled and resold at a small profit. Funds realized from this operation are used to support community services such as the rescue squad and the city beautification programs. This project received the 1980 Governor's Environmental Award.

Volunteers prepare produce for marketing at food co-op, Cazenovia, NY

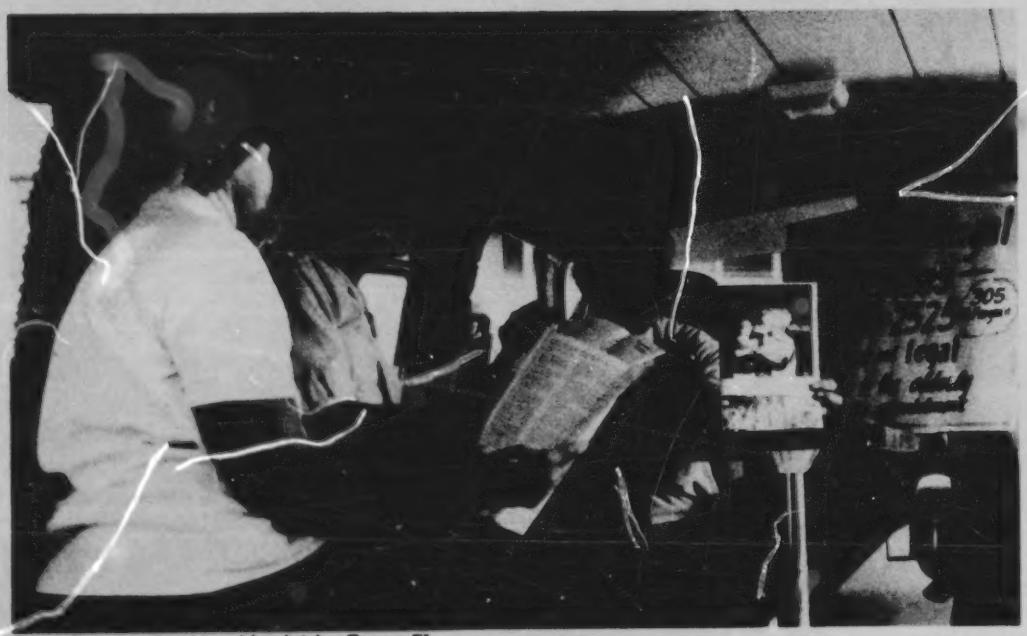
Volunteer screens senior citizens for high blood pressure, New York City, NY

• At the RSVP project in Torrington, Connecticut, 240 volunteers work at stations ranging from nursing homes and nutrition sites to the courts and local agencies on aging. Their work includes transportation assistance to medical facilities, serving as patient advocates for nursing home residents, assisting the probation office with interviews of people who have been placed on probation and meal delivery to homebound clients. This project has also established a "Senior Network Program," in which trained RSVP volunteers are responsible for disseminating information about services and benefits available to older people in the area. In emergency situations, these volunteers can refer the elderly to the proper agency for needed assistance.

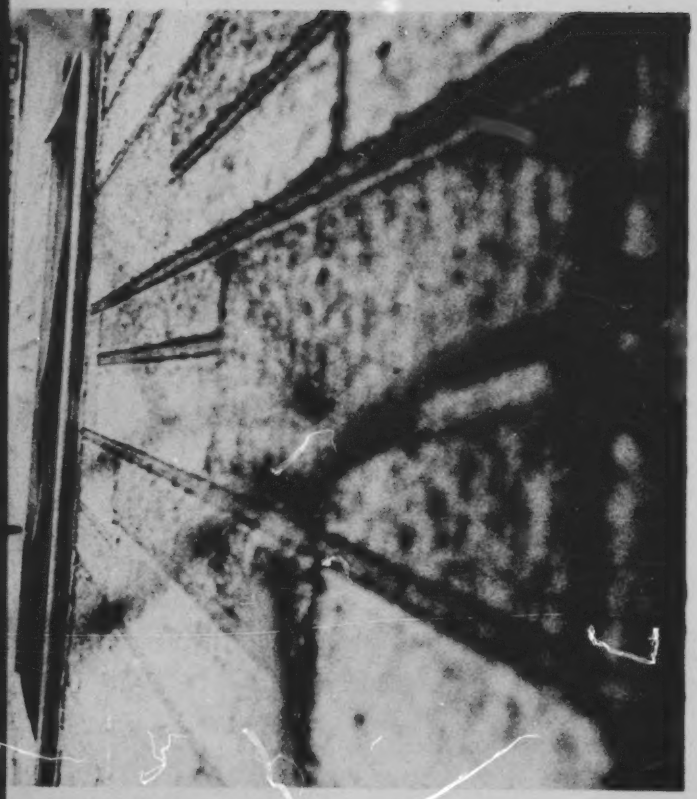
During FY 1980, energy conservation and alternative sources was a major focus of RSVP's programming. Additional program funds were provided to ACTION regional offices this year to support energy training conferences. These conferences were designed to assist RSVP project directors in developing volunteer services in energy conservation. Three ACTION regions were able to secure funding from the Department of Energy for an inter-regional training conference on energy, which involved approximately 220 project directors and RSVP volunteers. These efforts were intended to enable RSVP volunteers to become more involved in local efforts to conserve energy.

RSVP volunteers are helping communities to deal with energy problems in a variety of ways. Some are involved with educating people about energy issues and simple home weatherization. Others conduct energy audits for neighborhood residents. Still others are involved with bringing the

Helping with home repairs, Glenwood Springs, CO



Counseling on senior citizens' legal rights, Tampa, FL



Conducting home energy audits, Detroit, MI

benefits of alternative energy sources directly to their communities:

- In Riley County, Kansas, 15 of the area's 226 RSVP volunteers worked with a local university to construct a solar green house. The volunteers were involved in the planning and design of the solar energy facility, and are now responsible for its operation. Food produced in the greenhouse is given to low-income people, the elderly and local nutrition sites.
- The Newton, Massachusetts RSVP project was awarded a demonstration component to establish a "Senior Energy Learning Lab" (SELL). This project is operated by trained RSVP volunteers who will provide information and technical assistance to at least 400 low- and middle-income older people, to help them cope with high energy costs. The volunteers will develop two courses on energy saving tips including: insulation, oil burner efficiency, and window and door caulking. Volunteers will also conduct energy audits and a "hands on" workshop with practical exercises such as caulking and sealing windows.

Another programming effort during FY 1980 was the development of volunteer support services designed to assist economically disadvantaged and hard-core unemployable youth. Twenty-two existing RSVP projects are involved in this effort, and are working with the regional staff of Joint Action in Community Service, a private, non-profit organization. Their objective is to develop support services for former Job Corps enrollees (age 16-21) who are encountering employment, financial and family problems. Each participating project will recruit RSVP volunteers to provide assistance in such areas as job referral and development, education and vocational training, transportation, housing, counseling and friendship.

Fixed Income Consumer Counseling (FICC)

The millions of Americans on fixed incomes are particularly vulnerable to inflation and rising energy costs. RSVP/FICC projects address this need by offering people on fixed incomes information about consumer issues such as health care, energy, food shopping and food preparation.

During FY 1980, ten existing RSVP projects were given supplemental grants to develop FICC components. In these projects, volunteers with skills, experience and interest in consumer education are trained to become effective counselors in such areas as legal rights, food stamps, comparison shopping and consumer fraud. For example:

- The RSVP project in San Jose, California, has a FICC component with 89 RSVP/FICC volunteer counselors. These volunteers have been trained to provide people with assistance on how to get the best value for their money and how to obtain more cash and entitlements. Services provided by these RSVP/FICC counselors include: compiling a directory of discount merchants in the community; operating a Mini-Mart, where food is sold at a discount or given out free of charge; tax assistance; budget and financial counseling; community outreach and running a senior health fair.

Joint RSVP/Senior Companion Program Initiative

This year, ACTION developed a joint programming initiative in long-term care, in which RSVP and the Senior Companion Program (SCP) will participate. Nine RSVP and nine SCP projects were selected. SCP training will enable the RSVP volunteers to provide long-term care services to frail elderly clients who otherwise may be institutionalized.

SCP

SENIOR
COMPANION
PROGRAM

The Senior Companion Program provides volunteer opportunities for low-income Americans 60 years of age and older. Authorized in 1973, SCP enables older people to play a critical role in moderating some of the disadvantages of growing old alone, afraid and frail. The program coordinates and places volunteers through direct-service health care providers, social service agencies, and federal and state long-term care networks. SCP volunteers assist older people who are chronically homebound and at the risk of being institutionalized. They also assist clients in patient care discharge programs of acute care hospitals, mental health institutions and other long-term care facilities, by easing their transition and adjustment to living in the community. In all

Reading to a companion, Eugene, OR

Walking with a patient, Miami, FL

Volunteer with homebound client, Columbus, OH

settings, Senior Companions serve as advocates, linking clients to appropriate services and ensuring that they receive the benefits to which they are entitled.

Senior Companions serve 20 hours per week and receive a weekly stipend to help offset the costs of volunteering. They also receive transportation assistance, meals on days when they volunteer, annual physical examinations, and accident and personal liability insurance.

During FY 1980, eight new projects were developed in states and jurisdictions that did not have ACTION Senior Companion programs. These projects were planned and implemented with relevant federal, state and private organizations to ensure that Senior Companions were appropriately integrated into the formal and informal systems that respond to the long-term care needs of adults, and to ensure that they do not duplicate or compete with existing programs or services. Some volunteers serve with mental health community support centers, whose clients include people discharged after long-term or transitional institutionalization. Other Senior Companions have been integrated into hospice teams.

Senior Companions in Action

SCP volunteers throughout the country have helped strengthen the capacity of vulnerable older people, enabling them to live independently in their homes and avoid inappropriate institutionalization.

- In New York City, 82 Senior Companions provide a core of basic support services, such as facilitating their clients' enrollment in Social Security and Food Stamp programs, and arranging for the assignment of Title XX homemakers to their clients' homes. As advocates for their clients, Senior Companions located the following available services during a one year period: homemaker assistance for 41 clients; Meals on Wheels for 37 clients; income maintenance for 28 clients; medical aid for 55 clients and legal aid for 14 clients.
- In Concord, New Hampshire, 60 volunteers serve more than 250 older people with physical, mental and/or emotional needs. Many of the clients are retired factory workers who remained when industry left the area. Some of the clients, after service from Senior Companions, are independent and well enough to become Senior Companions themselves.
- In Hot Springs, Arkansas, 60 volunteers serve 500 elderly people per year. This program has an exceptional hospital release project, in which Senior Companions meet the patient prior to discharge, and then provide follow-up care in the patient's home. Other volunteers visit the homes of isolated individuals, or homes where an elderly person needs constant care and the presence of a Senior Companion is a much-welcomed relief to overburdened family members.
- In Ogden, Utah, 63 Senior Companions serve older people who are attempting to live as independently as possible in the community. These Senior Companions are helping the Utah Nursing Home Ombudsman's Office to ease the transition of inappropriately institutionalized persons back to the community. Senior Companions link their clients with needed community services, and serve the clients in the community until they can attain and maintain independent living.
- In Lowell, Massachusetts, 55 Senior Companions serve at least 250 elderly people. The volunteers in this project are involved in a comprehensive energy conservation program and a consumer services program.
- In the rural areas of western Kentucky, 92 SCP volunteers provide a variety of personalized services. The volunteers serve clients who are socially and physically isolated from the

An excursion with a client, Minneapolis, MN

Volunteer shares hobby, Eugene, OR

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Volunteer assists homebound senior, Miami, FL

mainstream of the community by securing transportation for medical appointments, helping with light housekeeping, preparing meals and linking their clients to available services.

- In Hidalgo County, Texas, 69 SCP volunteers assist adults who have physical, mental and/or emotional disabilities. Senior Companions serve primarily in private homes, where they write letters for their clients, keep them in touch with their families, arrange for social services and assist in personal care. Twenty-four of the male volunteers on the project speak Spanish. This enables them to effectively advocate for clients who speak only Spanish or have difficulty with English.

Demonstration Projects

A number of SCP demonstrations were designed to strengthen the involvement of Senior Companions in assisting their clients to achieve and maintain the highest level of independent living, and to further integrate SCP volunteers into care plans. Other demonstration projects were designed to further prove how Senior Companions can contribute to the process of deinstitutionalization by placing volunteers in patient discharge programs at acute care hospitals, community mental health facilities and with hospice care teams.

Joint RSVP/SCP Initiative

During FY 1980, ACTION established nine RSVP components in service areas where SCP and RSVP overlap. The purpose of this measure is to test the feasibility of using the combined resources of SCP and RSVP in expanding volunteer services in long-term care of the frail elderly.

Looking over a birthday card, Hays, KS

OVCP

THE OFFICE OF
VOLUNTARY CITIZEN
PARTICIPATION

ACTION created the Office of Voluntary Citizen Participation in 1978 to carry out its mandate of working with the private sector and linking international and domestic public and private volunteer efforts. OVCP's goal is to promote voluntary citizen action that meets local needs in the United States and abroad. During FY 1980, the Office managed eight ongoing programs and four special projects:

Programs
- State Offices of Voluntary Citizen Participation
- Former Volunteer Services
- Peace Corps Partnership Program
- Development Education Issues
- Information Collection and Exchange—Private Sector Dissemination
- Mini-Grants
- Support Service Assistance Program

Special Projects
- Youth Employment Support
- Community Energy Project
- Refugee Resettlement Project
- International Year of Disabled Persons

Using low-cost materials to weatherize home, Fitchburg, MA

State Office of Voluntary Citizen Participation (S/OVCP) Program

The state offices of Voluntary Citizen Participation are located in 25 states, the majority in governor's offices. The offices assist state and local agencies, elected officials, private non-profit organizations and groups, and the business sector in the development, coordination, training and administration of effective volunteer and citizen participation programs. This year, ACTION established two new state offices, bringing the total for the fiscal year to 25. Of these, ten were funded by ACTION grants and the remainder were funded locally.

In addition to providing funds to establish the state offices, the S/OVCP Program offers support to all its offices through three annual staff training events, and regular mailings regarding national and international trends in volunteering. The State Program also identifies potential funding sources for various S/OVCP activities. Examples of FY 1980 S/OVCP projects include:

- *Massachusetts* The State Office provided technical assistance to involve citizen volunteers in the community-wide Fitchburg Action to Conserve Energy (FACE) Program, and to replicate that effort in 35 other Massachusetts communities.
- *Arkansas* The Governor's Office of Voluntary Citizen Participation conducted a training conference on program planning for 200 participants who were mainly from small rural consumer groups. Corporate funding covered conference costs for participants who would have not been able to attend otherwise. The office also established Volunteer Coordinators in four sectors of the state to better serve rural areas.
- *Massachusetts, North Carolina, Florida, Arkansas, and New Mexico* These five state offices participated in a national

demonstration program funded by the U.S. Department of Labor to involve volunteers in assisting minority youth between ages 16 and 21 to secure and maintain employment.

- *Colorado* The Governor's Office of Voluntary Citizen Participation launched a community-wide energy conservation effort in Ft. Collins, which involved volunteers and residents in undertaking low-cost/no-cost energy conservation techniques in their homes.
- *Florida and Idaho* The Governor's Offices of Voluntary Citizen Participation developed volunteer skill banks. The local voluntary action centers in Florida will participate and identify volunteers. In Idaho, the private voluntary organizations, especially programs serving the elderly, will be a major resource. Corporate involvement has been key to planning and supporting of the projects.
- *Florida, Texas, California, Hawaii and Virginia* The S/OVCPs in these five states participated in a [illegible] demonstration project to involve more volunteers in resettlement activities at the local community level, and to link federal and state resources with the resettlement activities. In Texas and California, efforts have been especially successful in bringing public and private resources together to achieve resettlement objectives in housing, education, and employment.

The Former Volunteer Services (FVS)

FVS assists Peace Corps and VISTA volunteers who are completing service to identify career and educational opportunities. Through technical assistance by telephone and mail, FVS supports 29 former volunteer groups, 10 of which were established in FY 1980. The former volunteer groups serve as resources for community volunteer projects and for local Peace Corps/VISTA recruiting efforts, as well as for recruitment by other volunteer programs and activities. In addition, they function as communication and coordination units for contacting volunteers who are completing service, and who may be located in or returning to the community.

FVS also assists former volunteers with career and educational development, through one-on-one career counseling, telephone and mail contacts, and by the weekly publication, *HOTLINE*, which lists employment and educational opportunities. Each issue of *HOTLINE* is sent to more than 17,000 former volunteers for one year following completion of service. In addition, FVS publishes career development manuals. During FY 1980, the program developed a new manual about careers in the health and the allied health professions.

Another publication for former volunteers, *RECONNECTION*, has a circulation of 40,000. *RECONNECTION* keeps former volunteers informed of the state-of-the-art, and notifies them of projects that may need their assistance. For example, a request went out in an FY 1980 issue of *RECONNECTION* for former Peace Corps volunteers to help in Afghanistan refugee relief. Special issues of *RECONNECTION* in FY 1980 highlighted energy, refugees, the VISTA 15th anniversary, linkages with private groups and organizations, national service, and the elderly.

During FY 1980, FVS developed liaison with the Environmental Protection Agency and continued to work with the U.S. Forest Service, to develop information sources on employment possibilities for former Peace Corps and VISTA volunteers. The FVS staff also spent time publicizing the program, consulting with other agencies and private groups interested in setting up talent banks, building links with ACTION field staff and recruiters, meeting with educators, contacting educational institutions and assisting in minority recruitment efforts.

The Peace Corps Partnership (PCP) Program

The Peace Corps Partnership (PCP) links U.S. contributors with self-help projects in Peace Corps-host countries. In FY 1980, the program raised $55,516 from 156 U.S. groups and individuals, and supported 49 projects in 19 countries around the world. Projects ranged from special education and community health projects to agriculture to efforts supporting women in the development process. These projects are jointly developed by community leaders and Peace Corps volunteers, and are exclusive of the volunteer's regular assignment. For example:

- A public health volunteer at the FORMULAC hospital in Beakvu, eastern Zaire, together with the community of Kantana, proposed building a community social center. The center would give adults, especially women, the opportunity to

Peace Corps volunteer and women working on roof trusses at Bunumba Teachers College, Sierra Leone.

help their families by learning about literacy, home economics, hygiene, nutrition, cooking, agriculture and small animal raising. The volunteer's proposal, which quickly attracted six sponsors, was supported by several secondary U.S. schools and private individuals that served as partners in the project. Bucknell University was one of the contributors to this project. This was unique in that the university is one of a growing number of institutions for higher learning that are becoming involved in Partnerships.

Most of the PCP projects were one-time activities to which a needed resource was contributed and the goals of the project were met. There are, however, projects that have continued for several years, as the community abroad has assessed the need for more resources to expand a successful activity.

In an effort to reach out to new sponsors and to continue promoting understanding between Americans and people in the Third World, PCP developed a new flyer and revised its program film to emphasize self-help and appropriate technology. Also, a file on the development education aspects of PCP

Children attending a Partnership-built school, Colombia.

OVCP/ STATISTICS -FY 1980

EMPHASIS	Mini-Grants	Support Service Asst.	Special Projects
Rural	1	2	
Consumers	4		
Independent Living	8		
Refugees	29	1	RRP
Energy	36	1	CEP
Service Learning	8		
Elderly	7	2	
Youth	10		YES
Disability	9	1	IYDP
Mobilization of Volunteers	1	3	
Family	10	1	
Neighborhood Revitalization	5		

NOTE: many projects have multiple interests, and consequently may be listed several times.

State Office of Voluntary Citizen Participation

Offices on local funding	15
Offices on continuing ACTION funding	7
New offices funded in FY 80	2
Total	24

	Mini-Grants	SSA	YES	CEP	RRP
Number of Grantees	105	13	5	20	4
Average Number of Volunteers/Project	—	—	400	—	—
Total Number of Volunteer Hours	419,000	—	—	—	—

NOTE: number of volunteers & hours will vary among these projects, depending on size of project and activity

Peace Corps Partnership	
Number of Projects funded	47
Number of American sponsors	118
Number of countries participating	19
Amount of $ raised by Partnership	$55,516
Former Volunteer Services	
Avg. number of walk-in clients counseled	3000
Number of clients placed	(no real figure; 58% of all employers who advertised in HOTLINE hired former volunteers)
Number of issues of RECONNECTION published	6
Number of RECONNECTION subscribers	40,000
Number of HOTLINE issues published	60
Number of HOTLINE subscribers	17,000
Number of career manuals published	10
New manual as of FY 1980	Careers in Health

projects has been created for use by PCP and other ACTION programs. This file serves as a resource for comments by volunteers and community members and U.S. Partners regarding their projects.

Domestic Development Service (DDS) Program

In 1962, Congress amended the Peace Corps Act, mandating the Peace Corps to encourage the growth of indigenous volunteer programs. The Domestic Development Service (DDS) program was created in response to this mandate. Its purpose is to provide technical assistance to foreign governments in establishing or enhancing domestic volunteer programs and to support indigenous volunteer efforts throughout the Third World.

An active component of DDS is the Visitor's Program, which assists representatives from Third World countries who come to the U.S. to learn about volunteer service programs. During FY 1980, visits were arranged for representatives of Indonesia, Brazil, Japan, and Sri Lanka. Also, materials and other information requested were provided to groups in Fiji, Indonesia, Brazil, Micronesia, and Korea.

During FY 1980, the draft of *A Self-Instruction Handbook for Volunteers* was developed for OVCP by the

Peace Corps volunteer teaches masonry at Rural Training Center, Sunyani, Ghana.

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Center for Educational Development in Health at Boston University. This manual, appropriate for community volunteers in developing countries, stresses the use of local resources and compatible technologies. It presents a process for the volunteers to plan, carry out, and assess their assigned activities. The manual has been field-tested in Jamaica and Sri Lanka, and next year will be field-tested in several other countries prior to publication in three languages—English, French and Spanish.

Development Education (Dev/Ed) Issues

Through development education, people in the United States gain a new perspective on the grassroots development issues that affect other countries and exchange information. During FY 1980, OVCP's development education staff began working on plans for a program that will: identify written and audiovisual materials based on Peace Corps' and other experiences in Third World development education for public use; mobilize and increase awareness of schools, former Peace Corps volunteers, and other private sector voluntary groups about development and development issues; and, if gaps are identified, develop materials and information for the private sector based on the experience of Peace Corps and VISTA volunteers.

Information Collection and Exchange (ICE)

ICE was established by Peace Corps as a means of gathering and disseminating practical technical knowledge acquired by Peace Corps volunteers. This information is collected from volunteers and published in "how to" manuals. These manuals or handbooks are produced by Peace Corps for programs, private voluntary organizations working overseas and other international groups needing information on appropriate technology to assist Third World development. OVCP distributes these practical-technology publications to domestic development programs, private voluntary organizations working overseas, American universities with curricula in appropriate technology and domestic programs stressing inexpensive, practical technology.

Mini-Grant Program

A number of citizen-based volunteer efforts are initiated and supported by OVCP's Mini-Grant Program. Mini-Grants, which average $5,000, are awarded to non-profit organizations, public or private, to stimulate, strengthen and support volunteer activities. This program is one of the most cost-effective programs in the agency—about $0.50 to $0.60 per volunteer hour generated. During FY 1980, ACTION awarded 105 Mini-Grants in 43 states, D.C., and Puerto Rico. These included:

- Pennsylvania Alliance for Jobs and Energy (Pittsburgh)—67 volunteers provide information and assistance to utility customers with bill payment or service problems.
- Indianapolis Urban League—50 community volunteers organize low-income minorities to fight neighborhood "red-lining."
- Tacoma, Washington Community House—5 volunteers gave 1200 hours of time to mobilize other volunteers to assist Vietnamese refugees in using social services in Tacoma.
- Phoenix, Arizona Self-Help, Inc.—160 energy conservation trainees teach solar cooking workshops in 10 Phoenix neighborhoods.

Support Service Assistance (SSA) Program

Support Service Assistance (SSA) is a grant program that provides demonstration funds to volunteer projects for training, technical assistance and materials development. SSA funds are available to public agencies, new grassroots citizens groups, or to larger, more established local or national organizations that are attempting to meet specific priorities in defining or re-directing volunteer efforts. The 13 programs funded by SSA during FY 1980 include:

- Center for Women and Work (area of impact: Colorado, Kansas, Oklahoma, Arizona, South California, Texas, Utah, Wyoming and New Mexico). The project entailed a Leadership Skills Seminar that offered a special curriculum to 20 grassroots volunteers that will aid them in overcoming barriers to job advancement. These volunteers will, in turn, train other volunteers in their communities in career development.
- North American Council on Adoptable Children (areas of impact: Arizona, Florida, Kentucky, Colorado, Minnesota). The grant trained and advised a minimum of 50 volunteer leaders to identify and eliminate barriers to placing special needs children in permanent homes.
- University of Texas at Austin. The funds provided a symposium on Utilization of Volunteers to Assist Disabled Citizens in support of planning activities by 45 national and local voluntary organizations for the International Year of Disabled Persons. Participants were executive level staff and volunteers from traditional and grassroots voluntary organizations that provide services to, advocate for, or involve the disabled.

Youth Employment Support (YES)

Last year, ACTION implemented the Youth Employment Support project, which is a joint demonstration with the U.S. Department of Labor. The goal of the project is to demonstrate how volunteer support can help disadvantaged youth between the ages of 16 and 21 to locate and secure employment. During FY 1980, 491 youths were placed in jobs as a result of YES projects in Florida, Arkansas, Massachusetts, New Mexico, and North Carolina. Jobs ranged from a

position in the Microfilm Division in a county government office to a nursing aide placement in a city hospital.

The basic idea behind YES is to "match" a volunteer and a community youth who has been referred by a CETA program. The volunteer, who is at least 19 years of age and employed, serves as a contact and source of encouragement. Various "matching" models are being used, some involving one-to-one matching, others involving groups. Final results of the impact and effectiveness of the YES project are anticipated by the end of FY 1981.

The Community Energy Project (CEP)

CEP was established in February 1980 through an interagency transfer of $300,000 from the U.S. Department of Energy to ACTION's Office of Voluntary Citizen Participation. CEP resulted from a fall 1979 ACTION pilot project, in which citizen volunteers in Fitchburg, Massachusetts, mobilized the community to use low-cost/no-cost energy conservation measures. The Fitchburg pilot involved 3,038 residences and directly resulted in a $1 million savings in fuel consumption in the winter of 1979.

CEP had two principal activities in FY 1980: 1) direct support of communities in developing and implementing energy conservation projects based on the Fitchburg, Massachusetts prototypes; and 2) broad dissemination of the lessons derived by the CEP pilot projects through written materials, handbooks, on-site technical assistance, training, and telephone calls.

During FY 1980, CEP selected 20 communities for energy conservation projects. The communities varied according to population size, geographical location, leadership and available resources. Examples include Ellsworth/Hancock, Maine; Fort Collins, Colorado; Dallas, Texas and Chemung County, New York. Of the 20 communities, the majority launched their energy conservation campaigns during the fall and winter months of 1979, while some conducted pilot tests in a few neighborhoods to prepare for full-scale campaigns in the fall and winter of 1980.

CEP awarded Mini-Grants of up to $5,000 to most of the CEP communities. These grants cover staff time, printing, workshop materials and other activities necessary to mobilize citizen volunteers and local resources for the energy conservation campaigns. Support Service Assistance grants, ranging from $8,000 to $25,000, have been awarded to support technical assistance and training activities involving volunteers in certain communities. These volunteers will disseminate the lessons learned from their communities to other local groups in their state or region.

One of the most effective training events was held in Denver, Colorado, in August 1980, and involved elderly volunteers and project directors from the RSVP program in 14 states. This training will assist these groups to undertake energy conservation and alternative energy/appropriate technology projects in their communities.

In June 1980, the John A. Hartford Foundation gave a grant of $230,000 to the United Way of America, to support second phases of a selected number of CEP communities.

YES volunteer counseling employee on the job, Santa Fe, NM

YES volunteer stops to check on employee at office, Santa Fe, NM

Giving weatherization advice, Community Energy Project, Rochester, NY

Each CEP community is eligible for a grant from the local United Way of up to $25,000 to fund local energy programs that address a particular energy need.

Since February 1980, CEP has sent packets of information to over 400 communities and local organizations. In addition, CEP staff have attended over 30 national and regional energy-related conferences, where they have presented the CEP approach and experiences in panels, workshops and presentations.

Performing energy audit, Fitchburg, MA

Refugee Resettlement Project (RRP)

Through an FY 1980 interagency agreement with the Department of Health and Human Services (HHS), OVCP is conducting a national demonstration effort in five states to assist Indochinese refugees. The goals of the project are: to demonstrate the effectiveness of advocating and supporting refugee resettlement efforts at the local level; to stimulate self-help and self-reliance of Indochinese mutual assistance associations through volunteer efforts and to identify and meet needs in training, technical assistance and coordination in the targeted states.

The demonstration is attempting to meet these goals by establishing coordinators of refugee efforts in the state Offices of Voluntary Citizen Participation in Hawaii, Florida, California, Texas, and Virginia. Each state project is slightly different, but all are developed to address the overall project goals. For example, in Texas, citizen groups have been created

Seminar for volunteers, Fitchburg, MA

Showing how to insulate heater, Fitchburg, MA

in nearly 10 communities to involve volunteers, citizens, public officials and refugees themselves in the resettlement effort. Businesses have assisted in stimulating employment opportunities for this new group of immigrants. In California, regional forums and a citizens' advisory committee link federal and state efforts with local communities and resettlement agencies.

OVCP is also providing training and technical assistance through a grant with the Center for Community and Citizen Participation in Santa Barbara, California. This assistance is designed to initiate and strengthen volunteer components and capabilities and to disseminate resources to Indochinese mutual assistance associations.

In addition, through a joint ACTION/HHS agreement, HHS provided more than $103,078 for Mini-Grants to mutual assistance associations and for refugee-related projects in 27 states to supplement ACTION's own efforts in this area.

Job training for refugee youth, San Francisco, CA

International Year of Disabled Persons (IYDP)

During FY 1980, OVCP was designated the lead office in coordinating agency-wide activities honoring the U.N. proclaimed International Year of Disabled Persons in 1981.

The ACTION effort for IYDP has four overall goals and objectives:

1. To increase by five to ten percent, the numbers of disabled people who volunteer in Peace Corps and VISTA.
2. To increase awareness within public and private agencies, and particularly within the volunteer community, of the needs, potential, and problems of the disabled.
3. To exchange information and materials within the volunteer community relating to the disabled and to IYDP.
4. To initiate and support projects and programs that will have long-term benefits to the disabled.

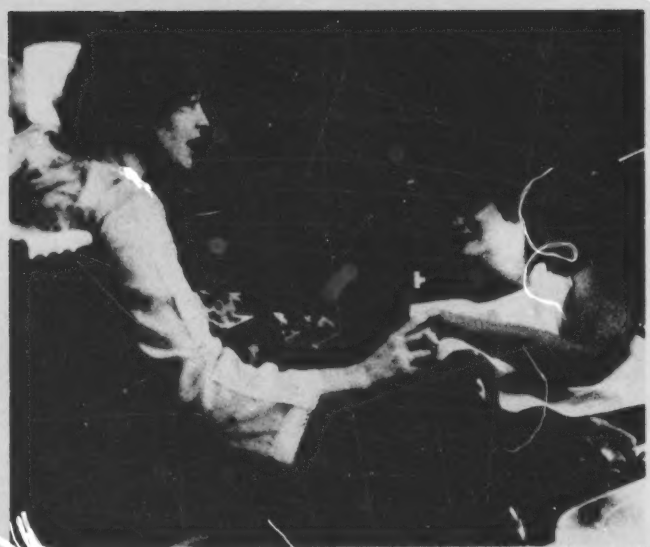
An intra-agency committee for ACTION/Peace Corps was created and became involved with the following activities:

- a survey of ACTION and Peace Corps field programs related to disability issues, and the initiation of measures to

English classes for refugee families, Dallas, TX

designate an IYDP/ACTION contact person in each state and region.

- expansion of library materials on disability issues.
- purchase of a telephone communications system for the deaf for OVCP and recruiting operations.
- examination of the architectural accessibility of the main ACTION headquarters building. A report was submitted to the ACTION director outlining the fundamental needs of the building, and suggesting steps to be taken to make the building more accessible to the disabled.
- presentation of "Kids on the Block," a well-known puppet show composed of able-bodied and disabled puppets, for agency review and dissemination.
- installation of braille labels in two non-attended elevators in the main headquarters building.



A disabled volunteer encourages patient at annual health care check-up, Denver, CO

In addition, the staff has prepared issue papers for agency discussion of the following topics: "IYDP ACTION/PC Goals and Objectives," "Recruitment, Training and Volunteers with Disabilities," "Independent Living: Explanation of the Issue," and "504 Complaints." IYDP staff have also contributed papers to *Topic* magazine and "Voice of America."

OVCP is a member of the Federal Interagency Committee (FIC) for IYDP, and is participating in the Interagency Independent Living Demonstration Initiative. The Office also represents ACTION on the newly organized Disabled Women in Government Task Force. To assure a connection with the private voluntary sector, OVCP helped to establish and is working closely with the U.S. Council on IYDP and other organizations involving or supporting the disabled.

Shopping with VISTA in independent living project, Denver, CO

RSVP volunteer uses special telephone to talk with deaf, Washington, DC

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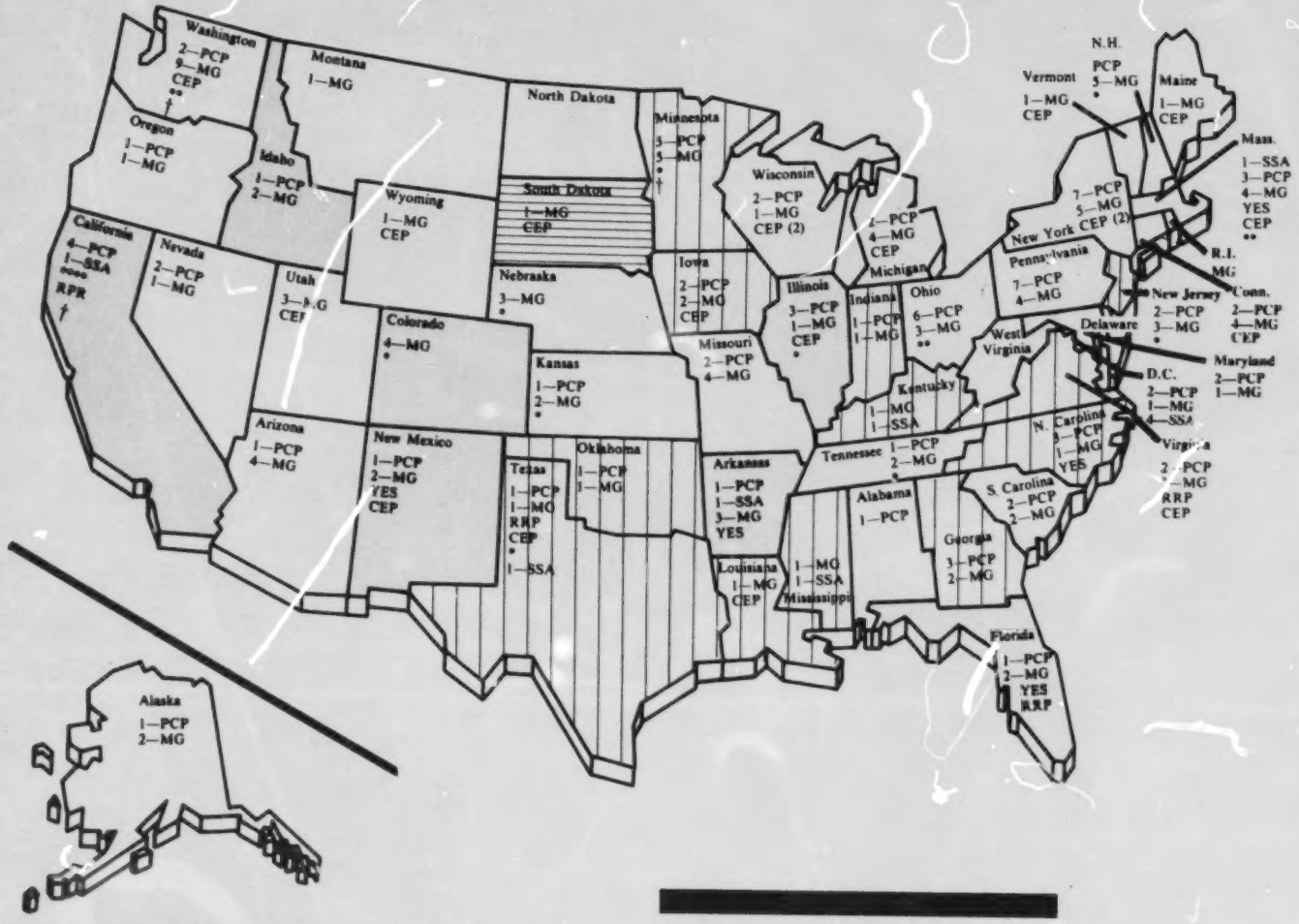
OVPC/STATISTICS-FY 1980



||||—S/OVCP (State Supported)
——S/OVCP (Continuing ACTION Funds)
═══—S/OVCP (New Grants in FY 1980)
SSA—Support Service Assistance Grant
MG—Mini-Grants
•—Former Volunteer Group (old)
†—Former Volunteer Group (new)
PCP—Peace Corps Partners
YES—Youth Employment Support Project
CEP—Community Energy Project
RRP—Refugee Resettlement Project

PEACE CORPS

DIRECTOR'S INTRODUCTION

The purpose of the Peace Corps is to promote world peace and friendship by making American volunteers available to:

- help the people of interested countries and areas in meeting their needs for trained personpower, particularly the basic needs of those living in the poorest areas,
- help promote a better understanding of Americans on the part of the peoples served and,
- help promote a better understanding of other peoples on the part of the American people.

This past year, nearly 6,000 Americans participated directly in the development efforts of 62 Third World nations as Peace Corps volunteers. They worked on a wide variety of projects developed jointly between Peace Corps overseas staff and host country agencies, responding both to the expressed needs and interests of the host government and to the basic human needs of the poor in each country.

Significant progress was made in designing and implementing new projects in the fields of forestry, fisheries, renewable energy, health, water, food production, nutrition and education. Ongoing projects in these areas were strengthened by: focusing volunteer assignments on building local capabilities; leveraging locally available resources; using capital-saving; appropriate technologies; and, furthering efforts to fully incorporate women in the development process.

This year, as part of an effort to assure that all volunteers not only possess the appropriate service motivation, but also the technical skills requisite to volunteer assignments, Peace Corps expanded both the use of preinvitational "CASTs" (Center for Assessment and Training), and specially designed competency-based technical skill training programs held prior to volunteer departure for the in-country phase of training. This occurred despite the fiscal limitations of a full year of funding under a continuing resolution, which constrained the full range of planned expansion in these activities. Host countries continued to make nearly five million dollars in cash and in-kind contributions to Peace Corps projects, demonstrating their commitment to the program. Overseas inflation and dollar devaluation, however, forced a number of very difficult choices regarding new country entries and program cutbacks.

Richard F. Celeste

Peace Corps Projects

During FY 1980, Peace Corps volunteers served in a wide variety of individual assignments and projects, each tailored to address specific local needs. While summary statistics cannot adequately reflect the range and diversity of volunteer activities, they do provide an overview of the types of development programs in which volunteers are involved this year:

- 25 percent of volunteers worked in health-related projects: nutrition and public health education, sanitation, potable water supplies, immunization, and maternal/child care. Health has been a priority sector for Peace Corps, with a number of new projects developed over the past few years. Good examples of the impact that volunteers are having in this area include the 500 local water resource development projects in which volunteers work to bring safe water to thousands of host country people, and the hundreds of village health clinics established by volunteers.
- 20 percent of volunteers worked in food production projects: animal husbandry, crop production, marine and

Volunteer assists in development of community gardens, Sierra Leone

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fresh-water fisheries, irrigation and horticulture. This is also a priority sector for Peace Corps, and Peace Corps volunteers continue to provide the largest single force working in fresh water fish culture in the world. In many Third World countries Peace Corps fisheries projects have successfully introduced low-cost protein sources that are invaluable in combatting widespread malnutrition.

- 40 percent of volunteers worked in education projects: vocational and teacher training, classroom teaching, literacy and non-formal education. Peace Corps involvement in formal education has declined somewhat as emphasis has shifted in some countries from traditional classroom teaching projects to a range of non-formal education projects. Nevertheless current estimates are that Peace Corps education volunteers teach approximately half-a-million Third World people during the fiscal year.
- 10 percent of volunteers worked in economic development/income generation projects: credit union, cooperative, and small business development, marketing and cottage industries. As significant percentage of these volunteers worked in projects that assist women in their efforts to participate in the economic development of their families and communities.
- 5 percent of volunteers worked in energy and conservation projects: forestry and other renewable resource development (such as the use of paddle and solar power and more efficient cooking and heating technologies,), soil and wildlife conservation and other areas of environmental protection, and in a variety of other projects including integrated rural development, housing, youth work and community services.

In addition to the volunteers supported directly through its bilateral programs, Peace Corps supported the service of nearly 100 U.S. and Third World nationals in multilateral volunteer programs, principally the United Nations Volunteer Program. In response to the growing crisis of refugees, Peace Corps began a new multilateral program to assist in refugee relief in South East Asia and Somalia.

Peace Corps Budget

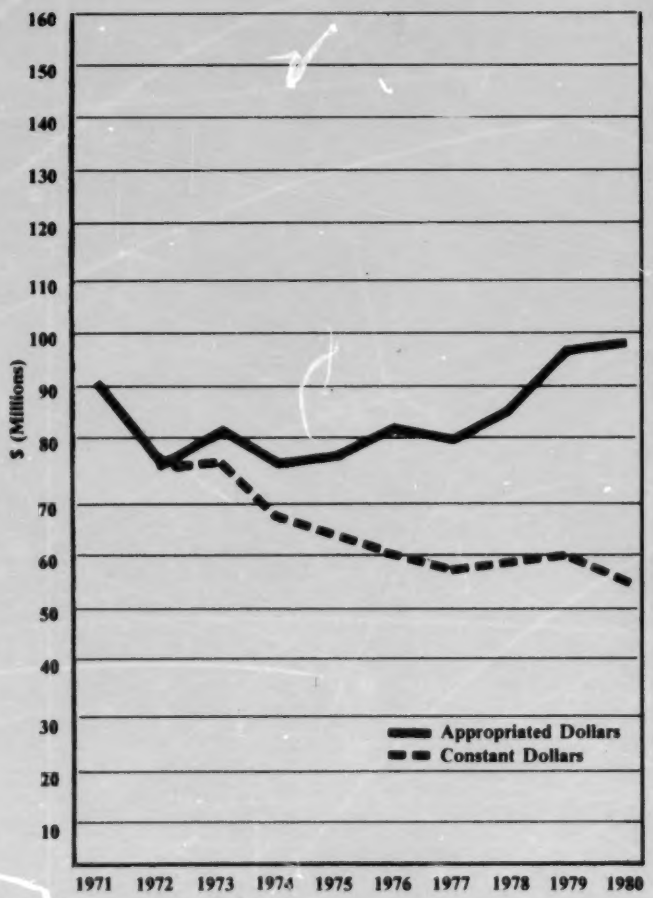
Using 1972 dollars as a base, the buying power of appropriated dollars has gone from a high of $148,645,000 in FY 1966 to a low of $55,268,000 in FY 1980.

Fiscal Year	Appropriated Dollars ($000)	Constant Dollars ($000)	Number of Volunteers and Trainees*
1962	$ 30,000	$ 42,523	2,816
1963	59,000	82,414	6,554
1964	95,964	132,896	10,078
1965	104,000	140,070	13,248
1966	114,000	148,645	15,556
1967	110,000	139,205	14,968
1968	107,500	130,193	13,823
1969	102,000	117,620	31
1970	98,450	107,760	3
1971	90,000	93,730	8,398
1972	72,500	72,500	6,894
1973	81,000	76,473	7,354
1974	77,000	65,276	8,044
1975	77,687	63,584	6,895
1976	81,266	60,755	5,958
1977	80,000	56,493	6,916
1978	86,234	56,714	7,072
1979	99,179	59,927	6,328
1980	99,924	55,268	5,994

*Volunteers and trainees on-board at the end of the fiscal year (1962-1976: June 30, 1977-1980: September 30)

PC Budget (Appropriated $ vs Constant $)

FY 1971-1980



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Major FY 1980 Development

Core Curriculum
Peace Corps began the development of a core set of training goals and materials aimed at enhancing volunteer developmental effectiveness throughout the service period. This Core Curriculum is intended to integrate skills relating to all phases of the volunteer experience.

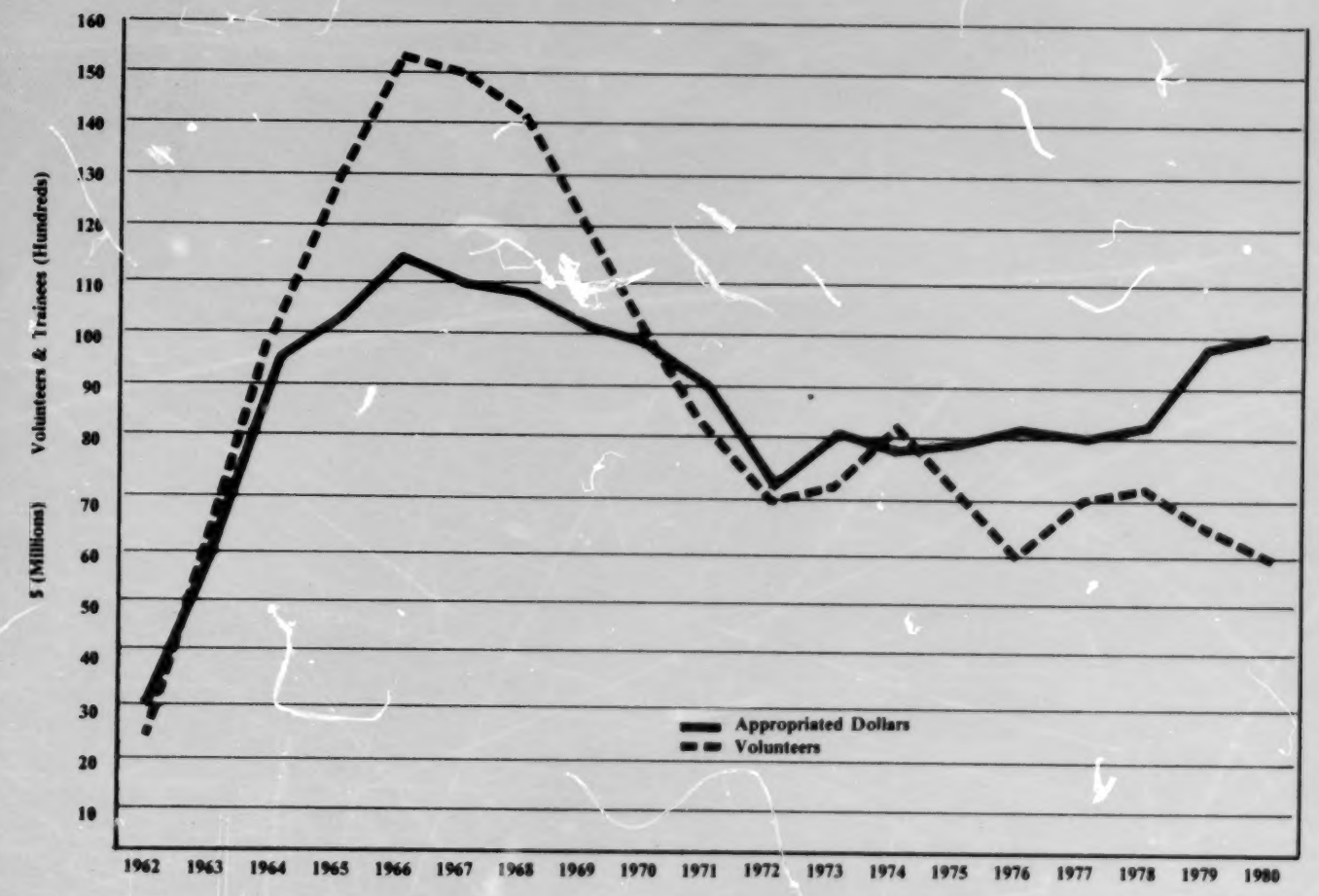
Development Education
Plans were developed during FY 1980 to use the Peace Corps twentieth anniversary as an occasion not only for raising public awareness of the Peace Corps, but also for building a foundation for activities intended to reinvolve former volunteers and staff in the agency's mission to promoting a better understanding of the peoples whom Peace Corps seeks to serve on the part of the people of the United States. The basis for this work is intended to be collaboration with private voluntary organizations, educational institutions and other U.S. government agencies with shared mandates to increase citizen understanding of global issues.

Refugee Assistance
New relationships were established during 1980 which permitted the assignment of Peace Corps-sponsored United States volunteers to assist in refugee work of the United Nations High Commission on Refugees and the Intergovernmental Committee for European Migration.

Peace Corps —AID Collaboration
Cooperation between the Peace Corps and the Agency for International Development (AID) continued to increase, not only at the country level, but also with the implementation of significant interagency agreements in the Energy and Forestry sectors. These agreements are aimed at developing a set of local level approaches to these critical problems, which will be able to be replicated far beyond the scope of the Peace Corps—AID agreements.

Peace Corps Budget (Appropriated $ vs Volunteer Levels)

FY 1962-1980



Advising craftsman on marketing cloth products, Ghana.

Peace Corps—ACTION Relationship

This was the first full year of implementation of the Executive Order establishing Peace Corps as an autonomous agency within ACTION. In addition to transferring resources from ACTION to create budget, planning, personnel, legal counsel and other support offices within Peace Corps, the Office of Development Education was established to mobilize returned volunteers and others in the development field.

Peace Corps General Statistics

Percentage of Peace Corps Volunteers by Human Need Areas	
Health/Nutrition/water supply:	25%
Food Production:	18%
Knowledge/Skills:	40%
Economic Development/Income Generation:	7%
Energy/Conservation:	4%
Community Services/Housing	6%

Number of Peace Corps Volunteers and Trainees at end of FY 1980	
Africa Region	2464
NANEAP Region	1802
Latin America Region	1728
Total # Volunteers	5994

Sex Ratio of Peace Corps Volunteers (Percentage)	
Female	44%
Male	56%

Age of Peace Corps Volunteers (Percentage)	
22 or younger	1%
23-25	53%
26-28	24%
29-35	14%
36 or older	8%

AFRICA REGION

This year, many African nations were severely affected by inflation, rising oil prices, burgeoning urban populations, increased costs of living and other problems not unique to Africa, but which seemed intensified there. Student turmoil, changes in government, lack of rain, and growing numbers of war and political refugees had serious consequences for several African countries and Peace Corps operations as well.

Student unrest in Mali and the Central African Republic (CAR), for example, left some volunteers without classroom assignments. The changes in governments in CAR, Liberia and Ghana also caused uncertainty for Peace Corps. Whereas all of these programs continued to function during the fiscal year, there were long-term setbacks that will be felt for some time.

The net effect of these and other factors on Peace Corps has been considerable: it has become more expensive to manage the programs; countries are finding it more difficult to meet their pledges of financial and other contributions to Peace Corps operations; and some volunteer projects have had to be re-programmed in view of the immediate constraints and needs.

FY 1980 programming efforts in the Africa Region were primarily focused on rural development, with particular emphasis on appropriate technology, forestry, food crops and health. This year there were nine African countries with new appropriate technology projects and two with new forestry projects. Substantial increases in fisheries, agriculture and health/nutrition projects were also effected. The region estimates that this year, 65 percent of its projects were BHN.

FY 1980 marked a number of training accomplishments. Most of these were the result of the Regional Training Resource Office (RTRO) in Lome, Togo. This office developed a "Training of Trainers" model, which entailed four workshops with approximately 20 participants in each, including both African and American trainers. Other accomplishments by RTRO included two language coordinator workshops for language trainers around the African continent. Twenty participants attended each workshop. Another training support activity developed in FY 1980 was the Peace Corps Medical Officers workshop.

The region also undertook measures to improve its local language training. Local language materials were developed in Mauritanian Arabic, Setswana, several Togolese languages, Wolof and Mandingo. Efforts were made to update and revise other local language materials.

The number of hours of in-service training was increased this year and the quality of the training was enhanced. Peace Corps in African countries also undertook a wider range of in-

Volunteer shares cooking chores with Senegalese family

service training activities in areas such as language, appropriate technology and Women in Development.

Also of significance this year:

- The region initiated internal changes in order to enhance its ability to support the field operations. The most notable result of the reorganization was the creation of the Programming and Training Unit, which is designed to coordinate and further the region's programming and training interests and initiatives (including liaison with U.S.A.I.D. and other collaborative organizations). The changes also resulted in priority being given to staff training for members of the region.
- Peace Corps sent a team to Equatorial Guinea to ascertain the interest of the new government in having Peace Corps volunteers and to investigate the feasibility of initiating a program there.
- Avenues were explored to assist with the Somalian refugee problem. The initiative subsequently resulted in the programming of United Nations volunteers in Somali.
- A discussion paper was produced to help programmers focus on the development problems facing the urban sector of

Construction of rural road in Sierra Leone

Region: Africa

Country	Health	Nutrition	Food	Water	Knowledge/ Skills	Economic Dev.	Housing	Energy Conser.	Community Services	Total # PCVs
Benin	0	0	0	0	6	0	0	0	0	6
Botswana	7	0	0	18	68	21	0	0	8	122
Cameroon	1	0	22	0	35	7	0	0	0	65
Central African Republic	7	0	12	0	30	6	0	2	3	60
Gabon	2	0	6	0	25	0	0	1	19	53
The Gambia	25	0	7	0	17	2	0	0	0	51
Ghana	11	0	14	0	51	2	0	2	5	85
Ivory Coast	15	3	4	0	32	4	1	1	2	62
Kenya	37	7	47	15	125	4	0	0	0	235
Lesotho	2	3	22	0	65	5	0	9	4	110
Liberia	56	0	24	13	67	0	0	0	0	160
Malawi	6	0	14	0	5	0	0	0	0	25
Mali	6	5	10	0	13	0	0	5	10	49
Mauritania	8	0	10	0	0	0	0	0	0	18
Niger	14	15	9	1	27	5	0	2	0	83
Rwanda	0	0	1	0	4	0	0	0	0	5
Senegal	32	15	13	36	31	1	1	0	0	129
Seychelles	2	0	4	0	3	0	4	0	0	13
Sierra Leone	15	0	48	5	100	0	0	0	2	170
Swaziland	3	0	7	0	93	0	0	1	0	104
Tanzania	0	0	8	0	0	0	0	8	0	16
Togo	11	0	37	0	59	0	0	0	14	121
Upper Volta	0	0	13	7	32	2	0	21	0	75
Zaire	35	0	37	3	141	0	0	0	0	216

Africa. As a result of this paper, contracts were made with a number of development organizations, some of which may result in future collaborative programming efforts.

During the following year, the region hopes to follow up on new country initiatives in a number of countries including: Peoples Republic of the Congo, Equatorial Guinea, Somalia, Sudan, Zambia and Zimbabwe. New projects planned for implementation in FY 1981 are in the areas of agriculture forage production, animal traction and barrage dam fisheries.

Check-up at child care clinic, Niger

Africa Highlight Country: Upper Volta

Population: 6 million
Number of volunteers in FY 1980: 75

Problem Areas

The World Bank lists Upper Volta among the countries with a per capita income of less than $200. The causes of poverty are numerous and interlinked: the nearest seaport is more than 750 kilometers away; a rapidly growing population further threatens an already beleaguered natural resource base; the number of trained personnel is very small and the country's infrastructure is limited. Upper Volta is predominately agricultural with 91 percent of the population living in rural areas. Soils are at best mediocre and yields are not high, even in good years.

Another serious cause of Upper Volta's problems is the gradual disappearance of forests. The growing demand for firewood threatens to denude the more densely populated areas of the country in only twenty years. Water is also a very scarce resource; rural water consumption is estimated at five liters per person daily. In many parts of Upper Volta, more than 60 percent of the population have no permanent water within a distance of five kilometers.

Lack of food and water, as causes of poverty, are exacerbated by a severe shortage of health services, especially in rural areas. There is one Voltaic doctor for every 142,000 inhabitants and one nurse for every 16,000 inhabitants. These resources tend to be concentrated in larger towns and cities. Mosquitos are abundant in the rainy season and malaria is therefore very prevalent. A combination of endemic malnutrition, high incidence of infectious disease and an extremely weak health infrastructure contribute to making the life expectancy in Upper Volta 38 years and the infant mortality rate 182 per 1,000.

A better farm output is impeded by the level of technology. There is a general lack of fertilizers, equipment, appropriate technology and extension agents. The absence of infrastructure keeps the agriculture and livestock base small. Also the road system cannot support the growth of markets. As a result, costs of transport are very high and many areas are cut off from trading centers.

Finally, concerning the human resource base, formal education literacy might also be termed a scarce commodity in Upper Volta. Literacy was estimated at five percent of the adult population in 1975—the lowest reported figure in the world. Current levels of school attendence are lower than any country except Bhutan. Seventy percent of urban children are in primary schools compared to nine percent of rural children. While female enrollment in primary schools has grown relatively faster than male enrollment, primary education is received by less than fifteen percent of the relevant age group. At this time, there are fewer than 4,000 university-level students.

The Working Environment

The political and social environments of Upper Volta provide an ideal place for Peace Corps volunteers to live and work. There are probably no other countries in Africa and few elsewhere in the Third World, where democratic political freedoms are as consistently and widely respected as they are in Upper Volta. There are no known political prisoners, freedom of speech and the press are complete and the judicial process works well. In short, human rights are respected.

Socially, the climate of acceptance and appreciation in

which the Peace Corps works is probably unequalled anywhere in the world. At all levels, the Peace Corps is known and liked for its human concerns and modest lifestyle. Leaders at all levels have expressed their great respect and admiration for the Peace Corps. The Minister of Foreign Affairs has stated at great length and with feeling his conviction that Peace Corps volunteers were the only people who were really in contact with and understand the needs and concerns of rural villagers, since they lived with them and spoke their languages.

The development priorities of the government of Upper Volta also provide an excellent climate for Peace Corps programs, focusing, as they do, on food, water, reforestation, health and education. Fo. the past several years, Peace Corps in Upper Volta has concentrated its efforts in these areas.

Peace Corps Program Objectives

Peace Corps' main program thrusts—food, water, reforestation and educational reform—have been defined by several factors. These include the needs and priorities of Upper Volta's government, the needs of the Voltaics themselves, and the capacity for material and technical support by the government and outside funding sources. In order to better meet Upper Volta's needs and to more effectively link Peace

Breaking ground for a self-help poultry production center, Upper Volta.

Forestry volunteer showing how to build a clay stove, Upper Volta.

Measuring a well, Upper Volta.

Corps programs to the government's priorities, Peace Corps has applied three programming principles.

First, it is engaging in more assertive planning. This means that Peace Corps is seeking new placement possibilities, increasing programs where Peace Corps volunteers have been proven effective and reducing programs that have not been successful.

Second, Peace Corps is making efforts to engage in development in a multileveled way. the Peace Corps in Upper Volta has long had successful rural volunteers. This is Peace Corps' strength and will continue to be the workplace of most Peace Corps volunteers. However, Peace Corps is also seeking to place volunteers in mid-level technical positions in ministries or in teacher training positions, in order to influence the next rung on the ladder of development.

Third, Peace Corps in Upper Volta is consciously moving to support the government's primary concern for rural development. The number of volunteers in large cities, especially Ouagadougou, will be reduced and the number of rural volunteers increased. Even in the case of English language teachers, Peace Corps' emphasis will be on Voltaic educational reform.

Peace Corps in Upper Volta has been heading in these directions for the past several years, so massive restructuring of the program has not been necessary. By streamlining its programs and concentrating its efforts, as above, Peace Corps is finding new ways to better meet the country's development goals.

Peace Corps' Accomplishments

Peace Corps in Upper Volta has been particularly successful in using skill-trained generalists or non-scarce-skill volunteers in agricultural and rural development projects. Volunteers in forestry, fisheries, rural agricultural schools and wells have been recruited from the non-scarce-skill ranks. These Peace Corps volunteers have been highly effective in rural-based work, and Peace Corps expects to continue to request volunteers with a minimum of formal training.

Peace Corps has also been very successful in its efforts to collaborate with USAID and other funding organizations for Upper Volta projects. In FY 1980, USAID funded a Peace Corps fisheries project and a joint Peace Corps/USAID health/water sanitation project. VITA funded a $7,000 Peace Corps woodstoves project, and Peace Corps and USAID are currently working on a USAID proposal that would give USAID local sign-off power over $2.3 million to be used for funding small development projects in Upper Volta.

Ongoing Concerns

Peace Corps' major innovation in Upper Volta is the training of all secondary school English language teachers in vegetable gardening and small animal projects for participation in the Voltaic education reform. Other specific modifications include Peace Corps' entrance, at the request of the Ministry of Environment and Tourism, into a barrage dam fisheries project. The same ministry has also sought Peace Corps help in establishing a new forestry office in Tenkodogo.

Geographically, Peace Corps will increase the number of volunteers in the north, Upper Volta's poorest area. Wells and health volunteers will be sent to the west, which although better off agriculturally and economically, is being strained by increased population. Peace Corps will continue to actively pursue developmental collaborative projects with USAID and other funding organizations.

Africa Highlight Country: Sierra Leone

Population: 3.2 million
Number of Volunteers in FY 80: 170

Problem Areas

The principal problems of Sierra Leone are poor health and nutrition, shortages of appropriate skills, urbanization and unemployment.

In the area of health and nutrition, Sierra Leone has a high incidence of preventable diseases, a high infant mortality rate (estimated at 131 per thousand live births), and a low average life span (43 years). The causes of these health problems are poor sanitation, contaminated water, inadequate diet and insufficient education.

The skills problem arises from two factors. First, the educational system has traditionally stressed the humanities, giving little attention to practical training. Second, there are the rapidly changing demands due to urban development, the limited role of women, and the illiteracy rate among older workers.

Urbanization has brough a significant number of difficulties: rural youth continue to migrate to cities—depressing wages, overcrowding the service sector, adding pressure on the inadequate housing and community services capabilities, and increasing crime. At the same time, this migration to the cities reduces the rural population and adversely affects agricultural production.

Most of these problems are related to Sierra Leone's overall economic situation. The country's economy is generally plagued by the rising cost of fuel, budget deficits, balance of payments deficits, inflation and low productivity.

Picking eggplants at agriculture training center in Makali, Sierra Leone.

The Working Environment

The social and political environments of Sierra Leone provide very favorable opportunities for Peace Corps activities. The government of Sierra Leone is committed to development goals in the economic, health and education areas, with particular emphasis on agricultural and rural developoment. The people of Sierra Leone have Africanized their institutions

Math teacher with students in Bo, Sierra Leone.

Swamp development, Sierra Leone.

and are developing from a completely indigenous social structure. These two factors make it possible for Peace Corps volunteers to work with the whole-hearted support of the government of Sierra Leone, and to enjoy a relationship of equal partnership with the population they are assisting.

Peace Corps Program Objectives

Peace Corps directs its resources to meeting the government's priorities in the areas of agriculture, health, and education. Peace Corps programs are chiefly targeted to the rural areas where the greatest development needs exist.

In the agriculture program, Peace Corps volunteers, all of whom are skill-trained, are performing agricultural extension work and developing a fisheries project. The agricultural extension work, which involves about a third of all volunteers, is largely concerned with swamp rice cultivation, but includes other crops as well. The volunteers are also assisting in the formation of farmer's associations and women volunteers have brought a new orientation to the work in this area.

Health programs primarily involve rural preventive health care. There has been a substantial increase in the number of volunteers working in this program, which is concerned the development of better sanitation, safe water supplies, and disease prevention.

Education is also a principal program of Peace Corps in Sierra Leone. Volunteers are assigned to primary in-service teacher training projects to secondary schools throughout the country, and to projects dealing with health education, non-formal adult literacy education, and agricultural science. The Peace Corps educational program is much appreciated in Sierra Leone, since the country has traditionally had high regard for education.

Peace Corps Accomplishments

Peace Corps in Sierra Leone has been highly successful in operating programs in the areas of education, food production, health, and water supply. In education, Peace Corps has had long experience with the Ministry of Education, and the rapport is excellent. Peace Corps teachers show their Sierra Leonean counterparts better teaching methods, in the classroom or in demonstration workshops. Peace Corps will continue its efforts in this area, particularly in non-traditional subject matter.

In food production, volunteers have been doing extension work in swamp rice production. This project has developed a great deal of momentum in the last few years, so that it is a model of generalist programming; Peace Corps has diversified in this area to include other crops and skills. Another project in the area of production is freshwater fisheries. This project was initiated by the Fisheries Division of the Ministry of Natural Resources, and begun with the technical assistance of the Peace Corps in August 1978. Volunteers on the fisheries project assist villages to construct and stock fish ponds, so as to improve the amount of protein in their diet while at the same time providing an additional cash crop.

In the health sector, volunteers have worked to strengthen the capacity of the rural villages to meet their own public health needs, to enhance awareness of the need for improved sanitation, to organize village health committees, and to conduct classes on nutrition, maternal and child health, and first aid.

Water supply projects have helped many rural villages to secure safe sources of potable water. These projects have also raised awareness of the importance of sanitation measures designed to eliminate water pollution.

In all these programs, a conscious effort is made to include a training component. This is accomplished through the establishment of village associations, and by working with counterparts.

Ongoing Concerns

Peace Corps will continue to assist the government of Sierra Leone in the areas of food production, health, education and water supply. In all these areas, volunteers are assigned to a community in which they live and work with the village people, and animate a greater spirit of community involvement that encompasses both the volunteer and the villager. As a result, Peace Corps programs in Sierra Leone have been successful and can be carried on with the active participation and backing of the country's government.

Volunteer works in garden plot, Sierra Leone.

LATIN AMERICAN AND CARIBBEAN (LAC) REGION

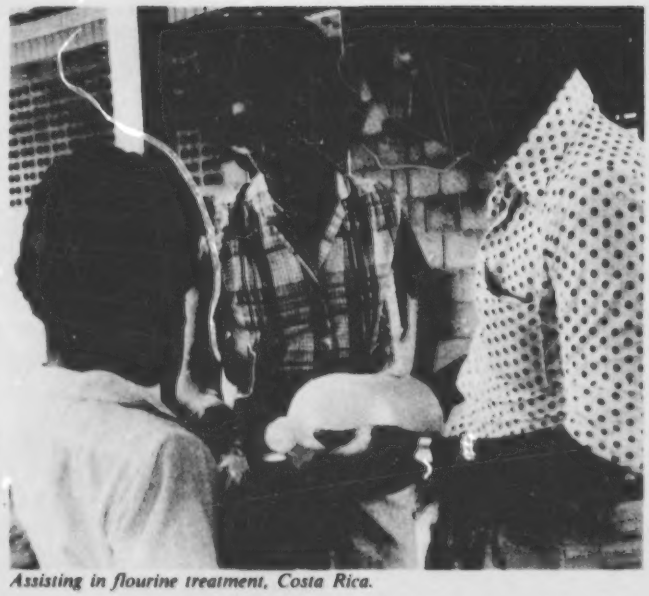
In many respects, FY 1980 was a difficult year for Peace Corps operations in Latin America and the Caribbean. Increasingly expressive nationalistic tendencies prompted some Latin American governments to adopt the position that dependence on U.S. government assistance was no longer in their best interests. Political violence and instability interrupted programming in El Salvador, Nicaragua, Jamaica, and Colombia. The Region was also forced to limit programming growth in Chile and to prepare for phase-out in Brazil.

This year, the major programming emphasis of the Latin American and Caribbean Region were agriculture, health, forestry and fisheries. The Region progressed from 84 percent Basic Human Needs (BHN) programming in FY 1979 to approximately 94 percent in FY 1980. Latin American and Caribbean countries have been extremely responsive in phasing-out non-BHN projects and maintaining only those special consideration projects that are vital to good relations with host governments, or that provide good potential for BHN conversion through reprogramming.

FY 1980 marked the implementation of the LAC Region's core curriculum, which is designed to upgrade the style and content of training. This entailed a more learner-oriented form of training that emphasized hands-on, practical skill development in communication and cross-cultural adaptation. The curriculum also involves upgraded training in topic areas such as the role of Peace Corps volunteers in development, community analysis and involvement and personal support concerns.

The Region also undertook measures this year that will enhance the effectiveness of WID projects. This effort involved the development of training materials that build on positive WID educational and programming experiences. While the materials are designed for extensive use throughout the Region, during FY 1980, they were primarily tested in Guatemala, Costa Rica, and Honduras.

Given the political climates of many Latin American and Caribbean countries, country re-entries and new country entries are the most realistic possibilities for substantial growth in the Region. The Region is looking for possible re-entry into Nicaragua and El Salvador, where security considerations led to a suspension of operations and evacuation of Peace Corps volunteers. Also anticipated are potential entries into countries such as Haiti, Suriname, Peru and Panama.



Assisting in flourine treatment, Costa Rica.

Working on small animal project, Chile.

Training joint construction crew, Guatemala.

Region: Latin America and Caribbean

Country	Health	Nutrition	Food	Water	Knowledge/ Skills	Economic Dev.	Housing	Energy Conser.	Community Services	Total # PCVs
Belize	9	0	8	0	27	7	0	0	7	58
Brazil	5	0	0	0	17	0	0	2	0	24
Chile	13	3	14	0	38	21	0	4	0	93
Colombia	21	11	7	18	13	10	0	0	0	80
Costa Rica	5	13	43	0	15	14	0	6	2	98
Dominican Republic	0	22	43	0	0	23	0	3	0	90
Eastern Caribbean	27	0	34	0	44	12	0	1	0	118
Equador	21	0	63	0	42	2	0	0	54	182
Guatemala	18	8	26	2	20	24	0	42	0	140
Honduras	37	30	18	1	60	1	0	31	34	212
Jamaica	3	0	31	0	64	10	0	5	4	117
Paraguay	37	19	0	0	34	28	0	12	0	130
Totals	196	106	287	21	374	152	0	106	101	1342

Latin American Highlight Country: Dominican Republic

Population: 5 million
Number of Volunteers in FY 1980: 90

Problem Areas

The Dominican Republic, like many Third World countries, is troubled by widespread poverty, malnutrition, lack of health services, unemployment and poor educational facilities. Other problems in the Dominican Republic include lack of infrastructure, low levels of technical skills, trade imbalances and sluggish national economic growth.

Studies have shown that 50 percent of the families receive less than $600 per year, and that on the average, individuals in the Dominican Republic consumed less than 62 percent of the minimum daily recommended caloric intake. Most of the children (66 percent) in the country suffer from some degree of malnutrition. About 60 percent of the rural population live in small villages where health services are scarce and only 46 percent of the rural school-aged population is enrolled in school. Of the existing rural schools, 60 percent offer only three grades or less.

The Working Environment

The government of the Dominican Republic has committed itself and its resources to many programs benefiting the country's poor, and especially to the development of the agricultural sector. The Peace Corps has recently been very successful in receiving the cooperation of and material assistance from the respective government agencies. While volunteers receive relatively good support from the government agencies, there is also a fairly high level of anti-American sentiment with which the volunteers must learn to cope.

Peace Corps Program Objectives

A major development problem in the Dominican Republic is the lack of sufficient qualified human resources at the local levels, despite dramatic increases in such personnel over the past decade. People are needed at the community level to help implement national development goals in the areas of agriculture, education, health, agro-industry, rural credit, appropriate technology and natural resource management. Since the Peace Corps began serving in the Dominican Republic in 1962, volunteers have engaged in a wide range of activities in the fields of agriculture, urban and rural community development, nursing, teacher training, community health, university education, conservation and forestry.

In FY 1980, volunteers were involved in three main areas: agricultural and rural development, nutrition and health development, and cooperatives and small business development. Specific activities include: technical assistance in vegetable gardening, small animal hisbandry, and plant protection; nutrition promotional activities with mothers' clubs and in rural nutritional recuperation centers; and training and technical assistance in financial management, marketing and administration of agricultural cooperatives, with a view to transferring skills to Dominicans. Community development through these primary activities and various additional secondary activities of the volunteers contribute to the development of technical expertise and self-reliance.

Peace Corps' Accomplishments

The Peace Corps in the Dominican Republic has been particularly successful in three program areas: rural development, nutritional, and cooperatives.

In rural development projects, Peace Corps volunteers have assisted in the cultivation of school gardens, small animal husbandry, and crop extension. Volunteers in these projects, which have been ongoing during the past decade, have also promoted soil and natural resource conservation and have helped villagers secure seeds and equipment.

Volunteers in the nutrition sector have taught basic nutrition and sanitation practices to hundreds of women's groups and cooperatives, and have given scores of demonstrations on food preparation, introducing recipes using locally available vegetables. Other volunteers have worked in nutrition recuperation centers where they have assisted in the care of malnourished children. The Peace Corps efforts have also involved the coordination of vaccination programs and the teaching of first aid courses.

The Peace Corps cooperative projects have promoted the formation of cooperatives and small businesses related to agricultural products, handicrafts, and cottage industries. Volunteers have trained personnel in credit, marketing, inventory control, product flow and movement, storage, loading, shipping, auditing and planning. During FY 1980 alone, Peace Corps volunteers established new district branches of six cooperatives, introduced administrative systems and newsletters in four cooperatives, and provided administrative assistance in 13 others.

Ongoing Concerns

The Peace Corps in the Dominican Republic will be growing slightly this next year. At the same time that improvements in the present program areas are being made, additional program opportunities are being sought in the energy and water sectors.

Talking with co-worker at forest station, Dominican Republic.

Volunteer at orphanage, Dominican Republic

Latin American Highlight Country: Costa Rica

Population: 2.2 million
Number of Volunteers in FY 1980: 98

Problem Areas

Despite the relative level of development in Costa Rica, it has been established that 20 percent of the population is below the poverty level as established by USAID. Still, the level of development in Costa Rica must be viewed in relative terms. While the country is doing well when compared to other countries in Latin America in particular, or the Third World in general, nevertheless the economy and political situation are fragile. Also, Costa Rica is dependent on the export of coffee and bananas, and the latter crop is threatened by an outbreak of sigatokis.

Three-quarters of the poor families live in rural areas and 55-60 percent of these families are landless. Of the 25 percent of poor families living in urban areas, some 40 percent are concentrated in the San Jose area. The illiteracy rate is 66 percent greater among the poor than the non-poor. The urban poor have the lowest labor force participation, but are nevertheless employed more often than the rural people.

All these factors result in often subhuman living conditions, with limited, if any, access to public services.

The Working Environment

The Peace Corps program has been very well received in Costa Rica since its inception in 1963. Volunteers have always enjoyed a good reception from the people of Costa Rica and from official agencies. The Peace Corps has easy access to all levels of the government.

When Peace Corps was asked to leave Bolivia and Peru during the 70's, former President Jose Figueres let it be known that Costa Rica would take many of the displaced volunteers who were available. This climate of welcome has prevailed and been maintained and reinforced by the current Carazo Administration. Shortly after the arrival of the current Country Director Guido Del Prado, one of President Carazo's special assistants was designated to serve on a continuing basis to review Peace Corps programming proposals and to assist in any matter that would enhance the productivity of the volunteers. Also, the current government has invited Peace Corps to participate directly in the planning and development of a new Integrated Rural Development Program just created by President Carazo's office.

Peace Corps Program Objectives

The top priority for the current administration is conservation of natural resources, and Peace Corps is committed to assisting the government in this area. Due to the degradation of forests, poor land management, and poor planning, a total denuding of the country may occur by the year 2000. This can be halted and possibly reversed with proper forest management, land-use planning, soil conservation and improved agricultural and grazing practices.

The goal of Peace Corps' rural health programs is to meet the health needs of the most marginal populations in Costa Rica. This is being done through community health education, and projects that touch upon areas beyond the reach of national health services.

Assisting small farm co-op, Costa Rica.

Another program, now in the early stages of development, will address the need for agricultural diversification. The goal is to improve systems of conserving and commercializing food products, so as to provide marketing possibilities for crops other than coffee and bananas.

Peace Corps' Costa Rican programs have, and will continue to have, women as beneficiaries and participants. Projects such as nutrition education and women's business development deal almost exclusively with women. Both men and women benefit directly from other health projects, 4-S development, and community gardens. Even in programs where men are the primary beneficiaries, such as grain storage and agricultural technical assistance, care is taken that there will be no negative impact on women. Female volunteers are often assigned to non-traditional roles in these projects.

Peace Corps Accomplishments

Peace Corps in Costa Rica can point to a long series of successful projects in forestry, health, agriculture, and other areas of need.

Peace Corps has made considerable progress in designing plans for management of watersheds and reforested areas, in studies to determine soil erosion and recommendations for its control, in studies of traditional agro-forestry practices and research on controlled forest fires in Santa Rosa National Park.

Nearly 4000 children have attended health and nutrition classes run and organized by Peace Corps volunteers, and some 200 teachers in ten rural areas have participated in Peace Corps-sponsored health and nutrition activities. Also, more than 80 school cooks have been technically supervised by the volunteers. Other Peace Corps nutrition efforts that have actively involved villagers include school garden projects, poultry projects and bookeeping projects.

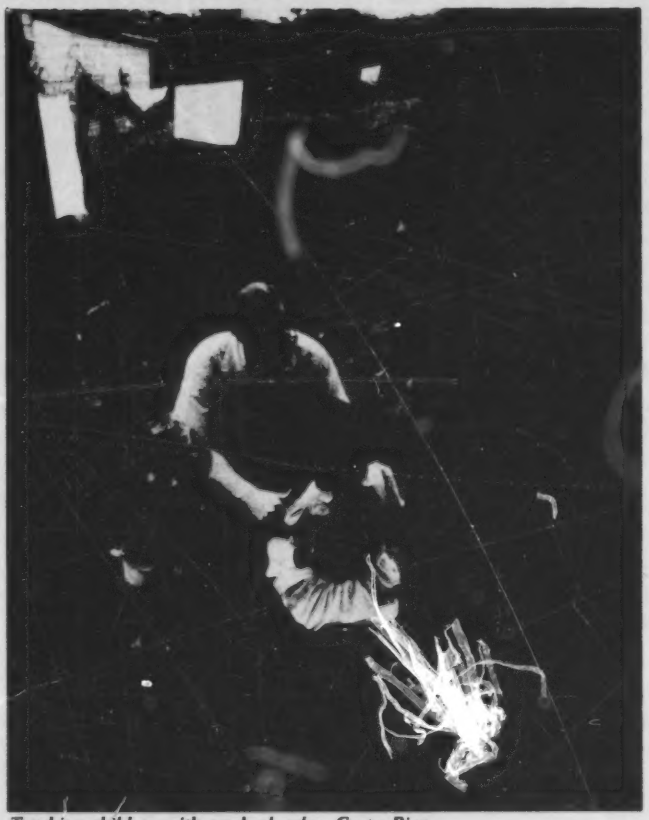
Peace Corps agriculture programs have provided hundreds of Costa Rican farmers with direct technical assistance on a large variety of crop raising and animal husbandry enterprises. During the last two years, continuous technical assistance has been given to some 300 farmers in various areas of the country. Demonstration plots established by the volunteers have been visited by hundreds of agriculturalists. During FY 1980, volunteers working in cooperation with CARE and the Ministry of Agriculture and Livestock were involved with the introduction of soybeans in the Quepos and Puerto Jimenez areas. Results were excellent, and farmers in the area hope to expand soybean planting from 55 to 500 hectares. Other volunteers have had significant success in raising milk and beef production.

Through Peace Corps' efforts, thousands of school-age children have received instruction in creating and caring for their own school gardens. Since the majority of production is consumed in the school kitchens, nutrition has been greatly improved. In addition, the education staff of the schools is trained for future maintenance and use of the gardens. Perhaps the most important contribution of the program is the diversification and increase of vegetable production in the communities, which will have a lasting effect on both nutrition and income.

Ongoing Concerns

Peace Corps' major efforts in Costa Rica will continue to focus on making the greatest possible impact on food production, in terms of both quantity and quality. Other human need areas will address nutrition, health, economic development, and energy conservation.

Checking on family health on home visit, Costa Rica.



Teaching children with cerebral palsy, Costa Rica.

NORTH AFRICA, NEAR EAST, ASIA AND PACIFIC (NANEAP) REGION

Despite conspicuous political agitation in the Philippines and Korea during the past year, the countries in the NANEAP region generally enjoyed climates that did not threaten Peace Corps' programs.

In the Pacific, negotiations continued between the U.S. and its trust territory, Micronesia, resulting in broad agreement on four distinct political entities: the Marshall Islands, Palua, the Federated States of Micronesia (Yap, Ponape, Truk and Kosrae) which have chosen independence, and he Northern Marianas, which have elected commonwealth status with the U.S. Because of its commonwealth decision, the Northern Marianas had no Peace Corps volunteers this past year, but will be eligible for a VISTA program. Plans were also made to move the Peace Corps office from Saipan as soon as it is practical.

In the Middle East, the hostage crisis in Iran and the Iran/Iraq confrontation had an indirect impact on the Peace Corps programs in Oman, Yemen, Morocco, and Tunisia, by negatively affecting recruitment of volunteers wanting to serve in that part of the world. The result of Nepal's 1980 national referendum on multi-party vs. partyless representation, while preserving representation outside a political party system, disrupted Peace Corps education projects and greatly increased the active politicalization of university campuses. As a result, Peace Corps decided to phase out volunteer assignments on university campuses.

The single most important long-range factor affecting countries in the NANEAP Region during FY 1980 may well have been worldwide inflation, which exacerbated the gulf between the rising expectations of urban and even rural populations, as well as the ability of governments to produce responsively.

NANEAP country programs continued efforts to diversify projects with greater emphasis on food production, agriculture, health, energy, special education, and vocational education. For example:

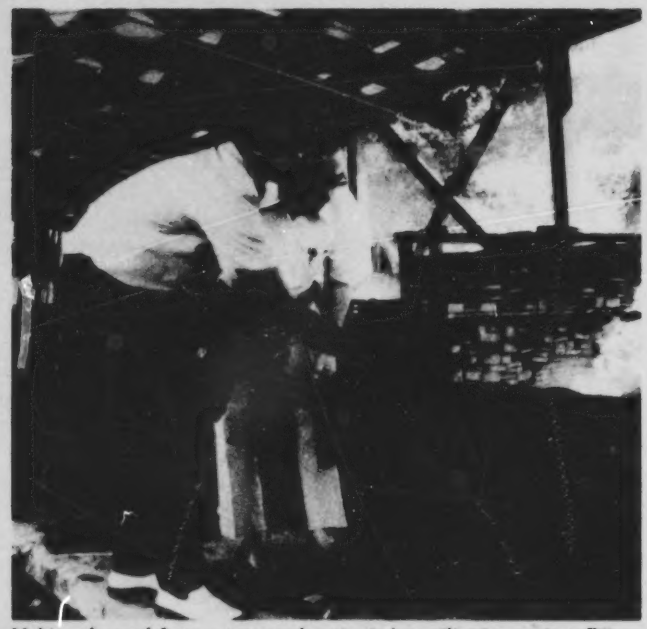
- Korea completed its 14th year in TEFL (Teaching English as a Foreign Language), and will shift its resources to TB and leprosy control, maternal/child health, special education and Domestic Volunteer Services.
- Morocco, Oman, and the south Pacific countries are moving from programs in formal math/SCIENCE/English education to those having a greater basic human need orientation. For example, Oman initiated an immunization project with assistance from experienced Yemen volunteers; Morocco undertook a vocational education project that used skill-trained volunteers. Tonga doubled the number of volunteers in agricultural education: and Fiji continued its community-based agriculture program.
- Nepal re-entered the field of agriculture through projects in agricultural/horticultural extension, seed production and integrated cereal grains development.
- South Pacific countries, Papua New Guinea and the Philippines began exploring the potential for marine fisheries programs. The Papua New Guinea program, which began in FY 1980, will emphasize programs having a WID focus.
- The Tuvalu program was expanded to five married couples living on outer islands and working in basic rural island development projects.
- Thailand's TEFL crossover program, which emphasizes secondary projects in agriculture and health, was expanded from four to eleven volunteers.

There were two thrusts in the Region's training this year. The first was to integrate more continuously throughout volunteer service, beginning with selection and pre-departure activities in which volunteers are introduced to concepts of develop-

Teacher giving individual attention, Korea.

ment, appropriate volunteer roles and reasonable expectation levels. Subsequent in-service workshops include skill training in areas such as vegetable gardening and health education. Close-of-service conferences assist volunteers with program evaluation and future career planning.

The second thrust was increased skill training for AB generalists. Through this training which was often done at U.S. institutions, volunteers with minimal backgrounds are prepared to assume assignments requiring a modest level of technical information and experience.



Making charcoal from coconut palms, in timber utilization project, Fiji.

This past year, the Region also began developing a core curriculum for use in all pre-service training, and field-tested a training module addressing women's roles in development. New local language materials for Yemen and Tuvalu were also produced.

A number of NANEAP countries began devising new ways to place volunteers in rural, rather than urban areas. In the Phillipines, Tunisia, and Yemen, this effort was accomplished by a shift of training sites from the cities to rural sectors. In Korea, Peace Corps volunteers began living with rural families during their training. Both Fiji and Tonga implemented new village-based training models.

FY 1980 marked an increase in AID/Peace Corps collaboration. This was particularly apparent in Morocco (vocational education), Yemen (rural development), Thailand (integrated rural development) and Nepal (seed production). In the South Pacific, additional community projects were funded through AID's Accelerated Impact Program.

The Peace Corps in NANEAP countries is stable, but moderately declining as the program in Korea is phased out, programs are redesigned with fewer volunteers in education, and the impact of inflated dollars is more keenly felt. In addition to successfully coping with the fiscal issues, the Region must expand to some of the many NANEAP countries where a Peace Corps program would be appropriate. Groundwork for this expansion was laid this past year. For example, FY 1980 marked the signing of an agreement with the government of Papua New Guinea, and programming for volunteers will begin in FY 1981. Agreement on a Peace Corps program was also reached with the Cook Islands; however, signature has been postponed until appropriated resources are available to support a program there. Similarly, until resources are procured, constructive discussions with the government of Sri Lanka have been suspended. The Region hopes to be able to pursue these opportunities during the next fiscal year.

Region: NANEAP

Country	Health	Nutrition	Food	Water	Knowledge/ Skills	Economic Dev.	Housing	Energy Conser.	Community Services	Total # PCVs
Fiji	19	0	44	0	64	7	8	0	13	155
Kiribati	0	4	0	0	0	0	0	0	6	10
Korea South	125	0	0	0	1	0	0	0	1	127
Malaysia	31	0	36	0	55	0	0	0	0	122
Micronesia	16	0	5	4	22	17	0	0	27	91
Morocco	7	0	0	0	95	0	5	0	0	107
Nepal	7	3	2	9	62	0	0	0	0	83
Oman	19	0	3	0	16	0	0	0	0	38
Philippines	50	38	67	0	17	74	0	20	43	309
Solomon Islands	0	0	5	0	8	8	0	0	9	30
Thailand	31	0	29	11	70	0	0	1	0	142
Tonga	12	0	5	0	36	6	0	0	8	67
Tunisia	0	0	23	1	3	0	0	0	0	27
Tuvalu	0	0	0	0	0	0	0	0	10	10
Western Samoa	7	0	6	1	59	0	0	0	0	73
Yemen	17	2	0	2	1	0	0	0	7	29

NANEAP Highlight Country: Nepal

Population: 14 million
Number of Volunteers in FY 1980: 83

Problem Areas

The most pressing problems of Nepal lie in the areas of health, ecology and education. Malnutrition is extremely widespread: 40 percent of the children are severely undernourished; 50 percent of the deaths in the country are children under five years of age; 50 percent of the population suffer from iodine deficiency, and 100,000 people go blind every year due to vitamin A deficiency. Public health services are extremely limited, with one physician for every 39,000 people, and one hospital bed for every 6,630 people. In addition, only 40 percent of the population is within a half day's walk to public health facilities. These problems, compounded by the fact that only nine percent of the population has access to safe water, contribute to a life expectancy of only 45 years, and a high infant mortality rate (172 per 1,000 newborns die within the first year of life.)

Ecological deterioration and poor use of natural resources continue to put severe pressure on Nepal's fragile mountain system. Most of Nepal's energy is derived from wood fuel, and if current cutting patterns persist, accessible forests in the Himalayan Hills will disappear by 1990. Nepal's demographic situation is also among the worst in the world, with a population density/arable and ratio far exceeding those of Pakistan, India, and Bangladesh. A growth rate of 2.6 percent per year is projected, and the country's current total fertility rate of 6.5 is the highest reported in the recent World Fertilization Survey.

Education also remains a serious problem, as only 60 percent of the children eligible for primary school enrollment are actually in school, and only 25 percent of the females eligible for primary school are enrolled. Nearly half of all students enrolled in primary school fail to go beyond the first grade. Twelve percent of the children eligible for secondary school are enrolled, and of those, only 30 to 40 percent in the 10th grade pass the Senior Examination. During this year, some 800 teaching positions will go unfilled in the middle and secondary schools.

The Working Environment

PeaceCcorps has been in Nepal since 1962, and is respected by the government of Nepal as one of the first expressions of concern for Nepal's development by the outside world. The benefits to Nepal that are a result of Peace Corps volunteers' efforts are equal perhaps to the practical development experience, personal challenge and growth that Nepal offers volunteers. They must take on personal challenges exacerbated by illness, isolation, tests of physical endurance and difficulties in communication and transportation. But if the volunteers undertake the challenges, satisfaction can be tremendous and their efforts will be valued and appreciated. In general, the Nepalese are warm, friendly, and supportive of the volunteers.

Peace Corps Program Objectives

Peace Corps' strategy in Nepal is directed toward assisting the government to carry out its objectives in needy rural and remote areas, by placing more than 75 percent of the volunteers outside the urban centers and townships. Currently, Peace Corps in Nepal is focusing its activities on improving the general living conditions among the populace, with special attention to the needs of children and women. In order to address the four major goals of the government of Nepal's Sixth Plan—gradual elimination of absolute poverty, fulfillment of basic human needs, social restructuring, and conservation of natural resources—Peace Corps' emphasis for achievement are given to primary, skill-oriented education, rural construction, basic health case, agriculture and conservation.

All volunteers in these programs are also encouraged and helped to develop projects that contribute to improving knowledge about low level technology possibilities in their

Volunteer teaches vocational education class in Ponape, Micronesia

particular sector. As part of the overall program, volunteers are expected to develop secondary projects in conjunction with their primary assignment. Secondary projects are mainly directed toward agriculture, health, conservation and literacy.

Peace Corps' Accomplishments

Peace Corps volunteers are posted throughout Nepal, many in small villages where they are the only foreigners within several days walk. These volunteers have been instrumental in improving the quality of life in these remote areas.

A Peace Corps community water supply project has brought safe and abundant water to more than 100,000 people since its inception in 1971. During FY 1980 alone, volunteers constructed 24 water systems, which serve nearly 8000 people. Many volunteers working on the water supply project have also become involved in efforts to improve area sanitation.

Volunteers working on a health lab services project have been highly successful in establishing new district health labs, improving or renovating existing labs, and training Nepalese lab technicians. During FY 1980, volunteers regularly supervised 43 labs, and trained 62 lab technicians. In addition, they wrote a manual for lab use and conducted an epidemiological survey during an encephalitis outbreak early in the fiscal year.

A rural suspension bridge project has led to the construction of 16 structurally sound foot bridges. These bridges greatly facilitate travel in remote areas, so that villagers can save from two days to a week to the nearest road, health facility or market. Volunteers on this project have also taught Nepalese engineers and villagers the construction and maintenance techniques necessary for building and maintaining bridges. Eleven more bridges in rural areas are currently being built.

Each year, Peace Corps volunteers in Nepal reach thousands of students. Some of the volunteers are involved in math/science teaching, others are involved in teaching English and adult literacy programs. The volunteers in the knowledge/skills areas also conduct training workshops for teachers, which will lead to increased numbers of qualified teachers in remote areas.

Peace Corps volunteers in Nepal have also participated in successful projects in agriculture, fisheries development, and child care, as well as community efforts in kitchen gardens, literacy, poultry, beekeeping, health and conservation.

Teaching techniques to protect crops, Nepal

Gardening project at agricultural school, Nepal

Ongoing Concerns

Peace Corps' program strategy in Nepal is directed towards five primary areas of need: food production, health, conservation, rural public works and education. Volunteer assignments are most heavily concentrated in the middle hills, and it is assumed that the government of Nepal will sustain a commitment to these underdeveloped areas.

Agriculture volunteers will be working from an extension base in cereal and seed production, and in promotion of vegetable and horticulture production. A small scale irrigation program, which will increase food production, is planned under the aegis of the Local Development Department as an activity for rural construction volunteers. This project will be labor intensive, providing jobs to unemployed hill people. New efforts in resource conservation and community forestry, which began in the summer of1980, will continue.

Peace Corps plans to maintain working relationships with three other volunteer service agencies. This may lead to eventual joint training, coordination of assignments, and sharing of information.

NANEAP Highlight Country: Philippines

Population: 48 million
Number of Volunteers in FY 1980: 309

Problem Areas

Despite recent downward trends in the Philippines population, the birth rate still stands at 2.4 percent, and population growth continues to exert serious pressure on the country's already limited basic resources: domestic oil production can account for only 10 to 15 percent of the country's needs, prime agricultural land is virtually exhausted, and forests are being denuded at an alarming pace. Forty-three percent of the population is under 15 years of age, which means that 700,000 jobs per year must be generated just to absorb population increases—an impossible target at present. Forty percent of all rural families and 26 percent of all urban families have incomes below that required to provide adequate nutrition and other essentials of life. These difficulties lead to widespread poverty and its attendant problems, especially in rural areas.

Fifty percent of the population has no access to professional health care; only 3 percent of the country's physicians are in rural health delivery systems. Approximately 70 percent of the pre-school age population suffers from some degree of malnutrition and 30 percent are severely undernourished. Water supplies and sanitation also pose health problems as potable water is available to only 40 percent of the population, and only 32 percent have sanitary toilets. Life expectancy is 56 for males, and 59 for females.

Volunteer teaches agriculture students to rope a calf, Philippines.

The Working Environment

The social and political environments in the Philippines appear more volatile in description than they actually are for volunteers in the field. Nevertheless, assignments avoid insecure areas. Peace Corps volunteers continue to experience a high degree of personal and social acceptance from Filipinos.

Though far from a universal experience, volunteers generally find strong support at the top of host agencies, and work strongly at developing support at the local levels. Local major officials serve at the President's discretion. This has brought stability to local government and acquiescence to key government development policies, which has helped volunteer project goals. Even in the face of human rights concerns the Philippines, Peace Corps Volunteers have been able to maintain apolitical positions.

With few exceptions, volunteers in the Philippines are able to function openly. While not directly allied with government agencies in the minds of the people, Peace Corps volunteers do benefit from a range of positive support.

Peace Corps Program Objectives

Peace Corps' program in the Philippines strives to seek mutual objectives, respond to local needs, and collaborate in a partnership mode with the government. There are agreed plans for project implementation, resource identification and allocation, and feedback to evaluate and monitor results.

Historically, Peace Corps has changed its priorities in the Philippines to meet the country's needs. Initially, programming concentrated on education, with volunteers assisting in co-teaching and curriculum development. Once this need was filled, Philippine agencies asked for assistance in food production and health. These major shifts meant volunteers worked in agriculture, fisheries, nutrition and health extension.

Peace Corps' current program efforts are centered on joint activities with Filipinos in rural development. The projects focus on family health, food production, education, income generation, and environment. Within these project groupings, volunteers work to promote partnership with Filipinos using local resources to aid in the development of self-reliant communities.

Peace Corps' Accomplishments

Peace Corps has demonstrated a strong commitment to meeting the expressed needs of Filipino citizens by working at the grass roots rural level in social and economic development.

In the health sector, volunteers have been successful at establishing pre-school feeding centers that will help offset the effects of severe malnutrition. They have also succeeded in organizing or improving a number of village organizations with nutrition committees. In addition, Peace Corps volunteers have been instrumental in getting local schools to use a new high school curriculum that includes nutrition. The volunteers work in a goiter prevention and treatment project in isolated mountain villages which has led to a dramatic reduction of goiter incidence.

Food production in the Philippines has been enhanced through Peace Corps' efforts in fisheries development and agriculture. Volunteers on fisheries projects have developed demonstration fish ponds, conducted hundreds of seminars in fish pond development, established hatcheries, surveyed offshore reefs to determine resources, and developed various seafaring sites. Agricultural volunteers have provided assistance in vegetable gardening, developed agro-forestry demon-

strations, improved the linkage between agricultural networks and conducted thousands of hours of seminars for producing farmers and field staff of extension services.

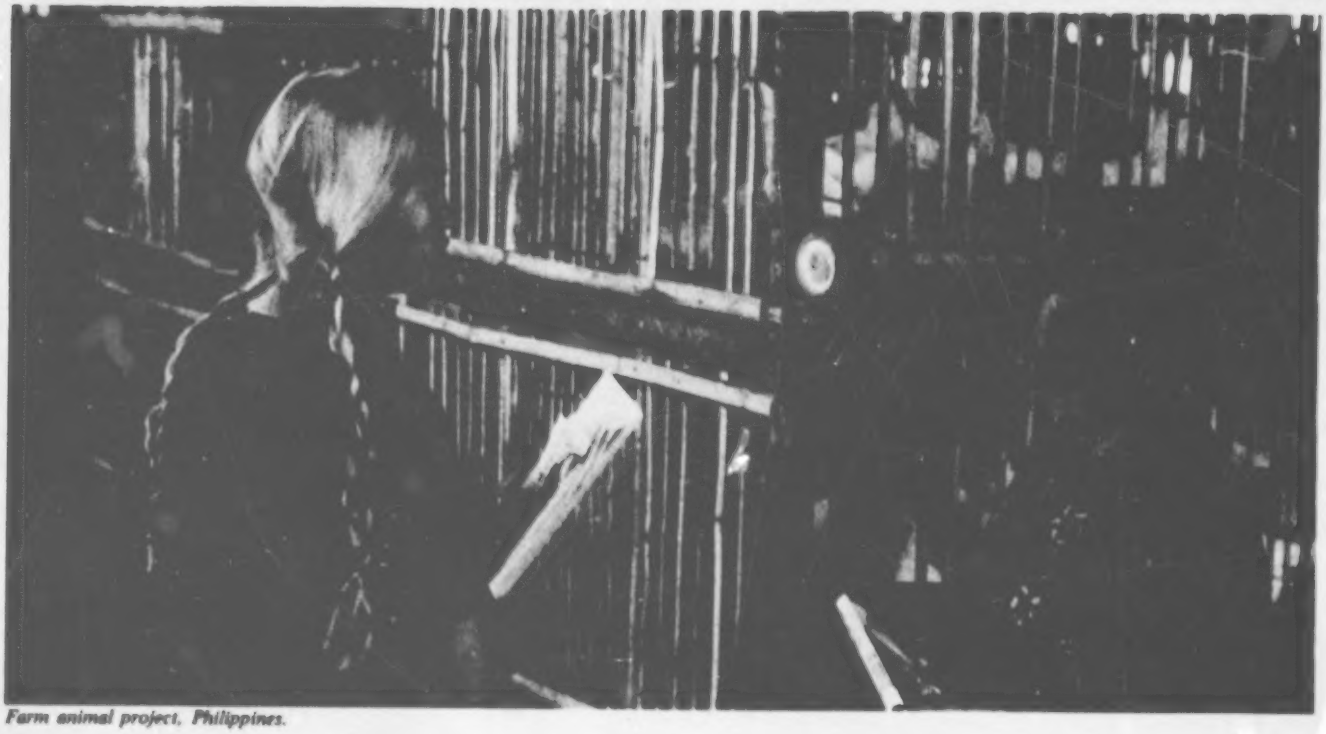
Peace Corps volunteers working on income development have assisted farmers in preparing loan applications, and have conducted credit and technical skill seminars for farmers who have been participating in loan programs. Volunteers on these projects have also designed monitoring systems for rural bank portfolios.

Ongoing Concerns

While recognizing that there are serious political and economic issues facing the Philippines with potential disruptive events over which Peace Corps has no control, Peace Corps staff and volunteers anticipate a continuing favorable working climate and receptivity for the program. The Philippines program remains Peace Corps' largest, in terms of volunteers. Peace Corps recognizes the serious management challenge it has in the Philippines, given the diversity of the program and the numbers of volunteers scattered at rural sites throughout the country.

Among new programming areas in the Paillippines, Peace Corps is developing a community development/deaf education project. Volunteers, both hearing and hearing-impaired, will be working in rural areas. They will establish means of identifying the wider needs of the deaf community, so as to respond to a previously neglected portion of the community.

Taking a water sample for fishpond fertilizer research project, Philippines.



Farm animal project, Philippines.

PEACE CORPS PROGRAMMING AND TRAINING

Peace Corps' approach to assisting the Third World is firmly rooted in the belief that grassroots development will only be viable when carefully adapted to cultures, community conditions, and human concerns. Peace Corps Headquarters continually evaluates and refines the agency's ability to develop projects that meet basic human needs, reach the most needy, build long-term self-reliance through skill transfer and full participation of communities, encourage the fullest role for women in development, and use local resources and appropriate technologies in solving problems. Headquarters contributes to these efforts through a number of activities, which include:

- translating broad goals and policies into programming and training guidelines/processes.
- providing technical support to overseas posts.
- exploring and developing potential Peace Corps participation in world-wide programming and training initiatives.
- serving as a central source of program-related information collection and dissemination.

Peace Corps programming and training is rooted in the belief that while program ideas and suggestions may be offered to the field by Peace Corps/Washington, effective projects must be developed in the field.

Programming

Peace Corps sectoral units focus on preparation of generic programming guides, innovative technical training models, and project designs to be adapted and modified so as to fit in-country needs and requests. Specialists explore common interests and facilitate joint programming and potential resource pooling with other development agencies, often in the form of interagency agreements. Sectoral units provide technical support to overseas operations in the form of on-site visits by staff and consultants, informational materials, correspondence, and in-service programming workshops for staff and Peace Corps volunteers.

Health

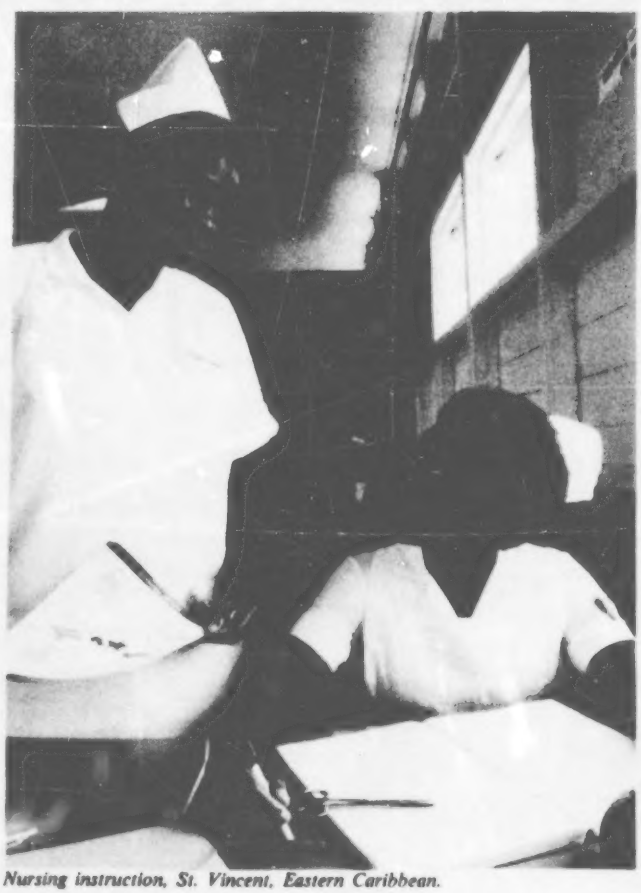
Basic Need: Millions of people in the World suffer from poor health, and few of them have access to even basic primary health care. Malaria, tuberculosis, dysentery and nutritional deficiency take a toll measured not only in deaths, but also in impaired mental and physical development. Women of childbearing age and children under the age of five are especially vulnerable. It is estimated that as many as 25 million children die in the developing world each year. What is striking is that most of these children die not from "exotic" tropical diseases, but from common diarrheal and respiratory infections.

The lack of trained health professionals and auxiliaries prevent primary health care networks from reaching the rural poor. To address this problem, Peace Corps has placed more than 600 Health Volunteers in 55 developing countries. These volunteers work in rural communities at the grassroots level, in programs dealing with maternal and child health, nutrition education, community health, environmental sanitation, disease control, and health manpower development.

Volunteers in these health programs perform activities such as providing pre-and post-natal care, teaching breastfeeding and oral rehydration techniques, organizing community health committees, teaching appropriate water purification methods, organizing immunization projects and training host country nurses in community outreach techniques. For example:

Peace Corps volunteers in Cameroon are assisting the country's efforts to develop and implement a comprehensive health education program for its rural poor, and to help Cameroonian rural poor to attain better health conditions through education and the practical application of nutrition, hygiene, sanitation, preventive medicine and maternal/child care. The volunteers on this project are health educators assigned to a local health team under the Cameroon Ministry of Health. Their job activities include:

- improving knowledge on how to identify, prevent, and treat common illnesses such as dysentery, malaria and malnutrition;
- improving knowledge in nutrition and childbearing practices, especially for pregnant and lactating women;
- improving the quality, quantity, and availability of water supplies for rural families,through better management of springs, wells and other sources;
- organizing village committees and campaigns to improve sanitation and eradicate the breeding grounds of disease carriers;
- developing teaching materials for health presentations to various village groups, communities and schools; and
- improving the design, quality, implementation and scope of health education for Cameroon's rural poor.



Nursing instruction, St. Vincent, Eastern Caribbean.

Volunteer Training: This year, the Health Sector began efforts to develop two basic health training models. One is a core personal health training model for Peace Corps volunteers, and the other is a technical training model for community and clinical health volunteers, usable for both generalists and health professionals. The technical areas include a core curriculum in the following subjects: epidemiology, tropical medicines, communicable disease control; maternal/child-/family health; nutrition and nutrition education; health education; water sanitation; parasitology/laboratory procedures; and pediatric/midwifery nursing.

Water/Sanitation

Basic Need: In preparing for the UN Water Decade beginning on November 10, 1980, the World Health Organization (WHO) found that 60 percent of the people living in the developing world lack reasonable access to safe and adequate water supplies, and 75 percent lack adequate sanitation. In addition, water-related diseases may claim as many as 25 million lives a year (60 percent of them children under 5 years old), and 80 percent of all sickness and disease can be attributed to inadequate water and sanitation.

This year, the Peace Corps placed more than 200 water volunteers in 25 countries. The volunteers serve as water engineers, technicians, drillers, health educators and community organizers. They have designed and built water facilities, and trained counterparts to build water systems, wells, protected springs, distribution networks, storage tanks and a wide variety of appropriate technology water devices. For example:

- In Nepal, 12 Peace Corps volunteers are assigned to a community water supply project that surveys, designs and implements drinking water schemes in remote areas. The volunteers collect survey data, produce design profiles, supervise the construction of water systems and organize village water committees. As a result of their efforts, 156 village drinking water projects, which affect 220,000 people, have already been completed. Another 79 projects are under construction.

Peace Corps also has more than 300 volunteers working in 30 countries as sanitarians, community health workers, educators and community organizers for sanitation projects. Volunteers in this sector organize village health committees, coordinate community sanitation improvement projects, educate villagers and strengthen public health extension networks. For example:

- Fifteen volunteer sanitation inspectors and health educators have been working on an environmental sanitation project in Paraguay. The goal of this project is to reduce infant and child morbidity and mortality in rural areas. The volunteers in this project assist in the promotion of sanitation projects in rural villages, and teach water and sanitation courses to local teachers and community groups.

Volunteer Training: The water and sanitation sector has been developing a five week pre-service skill training model for all

Giving nutritional advice to mother at child care clinic, Niger

Setting up a ditch drainage pump, Fiji.

Discussing plans for completion of drinking water project, Cameroon.

Construction of a water system in Orange Walk Town, Belize.

water and sanitation volunteers. Trainees are given practical instruction, exercises, and field projects in basic building skills, surveying, simple water system designs, and spring box, wells and latrine construction. Throughout the training, there is a constant integration of health education and community participation approaches.

It is anticipated that some host country ministries will take advantage of this training, by sending some of their personnel through the course along with Peace Corps trainees. It is further hoped that this model will be replicated during the Water Decade by host governments interested in training village and district level water and sanitation workers.

Energy

Basic Need: Traditionally, rural dwellers in most developing countries use firewood, charcoal, plant residue and animal matter for cooking and heating. To a much lesser extent, wind and water power have been used to mechanize agricultural activities and operate potable water sources.

The past fifty years have marked a growing acceptance of petroleum-based technologies in rural areas of the Third World. In some rural sectors, kerosene is now a major fuel source used for lighting. At the same time, such energy sources are now becoming scarce, expensive and, in some cases, unfeasible.

The process of economic growth is traceable in large part to the substitution of "energy for muscle" in the performance of domestic, agricultural and industrial tasks. Identifying and developing suitable energy sources for these tasks are the primary objectives of volunteers working in the energy sector. Peace Corps' energy program has three basic objectives:

1. to develop alternative energy sources that meet village/family needs, so as to reduce reliance on non-renewable and/or non-locally available fuels:
2. to increase efficiency and reduce the human energy required for household and agricultural activities, such as grinding grains, heating, obtaining water, preserving/storing foods, preparing/working land; and
3. to integrate technology into an approach that involves community assessment of needs and resources, followed by selection of the most appropriate systems.

Each country adapts and refines these themes to their needs and circumstances. In some cases, volunteers focus solely on energy, while in others they use their energy skills in broader developmental programs, such as agricultural extension, health, and nutrition. So far, Peace Corps energy projects have concentrated in three basic areas: domestic appropriate technologies, water/energy technologies and biogas digesters.

Domestic appropriate technologies are designed to have an impact on various household activities. Projects in this area focus on: simple solar devices, particularly for grain drying and water heating; pedal power devices for grinding and other mechanical applications; and mud stove construction for conservation of firewood.

Peace Corps volunteers work on mud stove projects in Senegal, The Gambia, Swaziland, Costa Rica, Honduras, and the Solomon Islands.

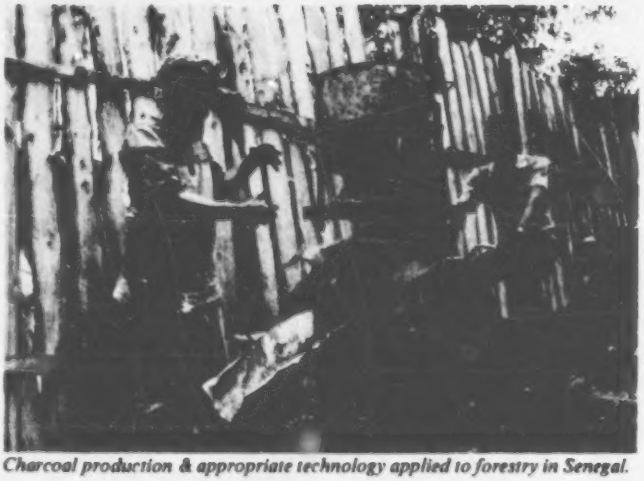
The goal of these projects is to reduce the need for fuels used by rural villages for cooking through a simple, affordable and understandable technological device. Volunteers working on mud stove projects:

- identify the population in need of and interested in a method of saving on cooking fuel.
- organize and conduct workshops about the mud stove technology.
- serve as technical resources for villagers.
- document the effectiveness of the stove and the villagers' acceptance of it.
- disseminate information about the stove and other related technologies such as improved cooking utensils.

Water/energy projects take advantage of water power to perform a number of tasks such as: moving water from a source to a place uphill, where it is needed for irrigation or drinking; producing mechanical power for moving a grist mill or lumber mill; or producing electrical power for the operation of motors, lights and small appliances. These projects might include anything from hydraulic rams and water wheels to microhydro turbines. For example:

Oman, Nepal, Kenya, Paraguay and Gabon are some of the countries where there are ongoing hydraulic ram projects. (Hydraulic rams are devices that utilize the power of falling water to pump a small portion of that water uphill. They require no fuel, electricity or other energy sources.) The common goal of these Peace Corps hydro ram projects is to develop an alternative method for providing irrigation and potable water supplies for rural areas using an affordable technology and renewable energy sources. Volunteers on hydraulic ram projects participate in activities such as:

- identifying the water needs in rural areas.
- conducting project design and site layout.
- providing technical and administrative skills in implementing the project.



Charcoal production & appropriate technology applied to forestry in Senegal.

• constructing and installing the hydro ram systems.
• conducting training sessions to develop the local ability to operate and maintain the water systems.

Biogas projects offer rural areas a means for cooking, lighting, or running machinery, with a fuel that is made from indigenous materials and yields a high quality fertilizer. These projects were designed to demonstrate and teach the principles, design, construction, operation and maintenance of biogas digestion systems:

Peace Corps has started biogas projects in Morocco, Ecuador, and the Philippines. Peace Corps volunteers working on these projects:
• identify fuel needs in their areas.
• assist in project design and administration.
• construct and install biogas systems.
• train villagers to run the biogas systems.
• help relate biogas technologies to the broader implications of food production and energy conservation.

Volunteer Training: Volunteers in the energy program must be technologically competent in the devices that their projects use. In addition to having skills in designing, constructing, adapting and maintaining appropriate technology devices, trainees must learn certain development and organizing skills. These include: assessing needs and approaching the transference of skills and knowledge in a sensitive, appropriate manner; communicating the essence of technologies and the principles behind them; understanding the process of development in cross-cultural contexts and the differential impact on women; and assisting others in building for self-reliance.

Fisheries

Basic Need: The world's aquatic environments are becoming an increasingly important source of food, especially high protein. In many of the developing countries of Asia, Africa, and Latin America, fish are highly valued protein sources; however, the supply of fish is not nearly sufficient to satisfy the demand. In a number of countries, natural fisheries—both freshwater and marine—are poorly exploited and improvements are needed in fishing techniques, fish preservation, and marketing.

This sector basically concentrates on the development of two types of fisheries projects: fish culture and marine fisheries. Fish culture projects are largely concentrated on the development of small-scale rural fish ponds which can be used by small farmers for both protein and income. During FY 1980, 300 Peace Corps volunteers worked in fish culture projects in 40 countries. For example:
• In Zaire, 50 Peace Corps volunteers work on a fish culture project designed to assist farmers in the construction, stocking and management of fish ponds. The goal of the project is to increase available protein sources and cash income in rural areas of the country. Each Peace Corps volunteer on the project works with approximately 20 farmers, on all aspects of technical fish culture. As a result of the volunteers' efforts, fish

Learning to construct & operate a lorena stove at training center in Costa Rica.

Casting nets to research lake fish life, Niger.

Harvesting fish for release to private ponds, Central African Republic.

production has increased threefold among those farmers involved in the program.

Marine fisheries projects are concerned with assisting fishermen in improving fishing and marketing techniques, and maintaining fishing development. This year, some 20 Peace Corps volunteers are involved in marine fisheries projects in five Peace Corps countries. For example:

- Three Peace Corps volunteers are assigned to a marine fisheries project in Tonga. These volunteers are rurally-based, and work at points where fishermen drop off their fish prior to freezing them. The Peace Corps volunteers meet the fishermen and provide assistance in upgrading their techniques for preserving daily catches and maintaining fishing equipment. Since the beginning of this project, Peace Corps volunteers have enhanced the skills of 200 rural fishermen.

Volunteer Training: Most fish culture Peace Corps volunteers undergo nine weeks of intensive technical training in all aspects of fish pond culture prior to their departure overseas. In addition to the technical fisheries curriculum, the training concentrates on agriculture extension techniques, community analysis and involvement, and health and nutrition. Marine fisheries Peace Corps volunteers usually undergo all their training in the host country.

Agriculture

Basic Need: As populations throughout the world increase, and the cost of fossil fuels soar, a number of developing countries are having less agricultural production per capita. Rising energy costs have had a twofold effect on agriculture. First, domestic agricluture products have become more expensive as the cost of transportation, storage and processing have increased. Secondly, a proportionately larger percentage of foreign exchange has been diverted to expenditures of fossil fuels, thereby reducing the amount available for imported agricultural products. But at the same time, the population in many Third World countries is increasing at a faster rate than agriculture production, which requires these countries to import more agricultural products.

The 1980 World Bank Report estimates that "more than 750 million people have barely enough income to keep themselves alive from week to week." Peace Corps focuses its agriculture program on the most needy of the Third World population, with the objective of increasing yields for given units, and building self-reliance in farmers so that they will be able to manage increasing production demands.

The agriculture sector provides technical support to Peace Corps projects ranging from vegetable gardening and grain production/storage, to animal husbandry and multipurpose rural development projects. Appropriate technology concerns are reflected in the sector's emphasis on organic cultivation methods, and in drawing from the small-farm homesteading experience of the United States. Peace Corps agriculture projects are designed to serve the many rural people who find themselves outside the reach of technical assistance from domestic and international institutions. For example:

Twenty volunteers began working on an agricultural extension project in Paraguay during the beginning of FY 1980. The five-year goal of the project is to increase crop production yields by 30 percent for some 1500 low-income farmers who are normally not assisted by the National Agricultural

Extension Service. The volunteers on this project live in isolated villages and work directly with at least 50 farmers. Their activities include:

- instructing the farmers in proper soil preparation and improved planting, harvesting, and storing techniques;
- providing marketing information so that farmers can better use local distribution systems; and
- instructing farmers in bookkeeping and farm management techniques, such as reinvestment of cash crop earnings.

As a result of the efforts of these volunteers, the people in the communities they serve are realizing increased income from cash crops, and are able to purchase improved seeds, plant and harvest crops in a more timely fashion, and make various home and farm improvements.

In early FY 1980, 16 volunteers were assigned to a vegetable gardening project in Mauritania. The goal of the project is to increase the agricultural productivity or rural dwellers along the Senegal River, so as to improve their health and nutrition. The volunteers work with counterparts in promoting the use of improved gardening techniques in communal, school, and home gardens. The efforts of the volunteers have led to the introduction of new vegetables and gardening techniques in the area, and the use of record keeping and other organizational skills.

Volunteer Training: Technical skill training in agriculture uses a three-level, integrated approach. Level one provides the foundation for the volunteer's role identity and rationale for becoming a development worker. Level two focuses on development work skills, such as how to extend knowledge and techniques to others, how to consult on projects and how to manage projects. The third level provides the cross-cultural skills necessary for working effectively in another culture. These skills includes listening and observing others, discovering the beliefs of others, filtering information, asking and framing questions, gathering and validating information and pacing oneself appropriately. During 1980, technical skill training programs using this integrated approach were instituted in the areas of vegetable production and small animal husbandry.

Using a millet breeder to gather pollen for crossbreeding, Niger.

Forestry

Basic Need: Tropical forest loss, estimated conservatively to be six to eight million hectares annually, presents one of the most urgent environmental problems confronting the international community. Grazing, logging, and slash-and-burn agriculture contribute to the problem, but domestic use of fuel wood accounts for the greatest losses; about 80 percent of the people in fast-growing Third World nations must cook and heat with wood. Even though their daily per capita use of energy is slight by Western standards, use of wood fuel by so many is estimated to exceed one billion cubic meters annually. By the year 2000, this tropical forest loss is expected to reach global crisis proportions.

Peace Corps' forestry and conservation projects have been an important aid to poor people in developing countries, because they are designed to meet the basic human needs for food, energy, water and shelter. To establish larger and more effective forestry/natural resource conservation projects, at the end of FY 1980, Peace Corps entered a joint initiative with [illegible] which will increase Peace Corps' capacity to work with [illegible]ntries on community-level forestry projects, anti-

Checking egg count in Kuala, Nerang, Malaysia.

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desertification and erosion efforts, and other ways of integrating natural resource conservation with human development.

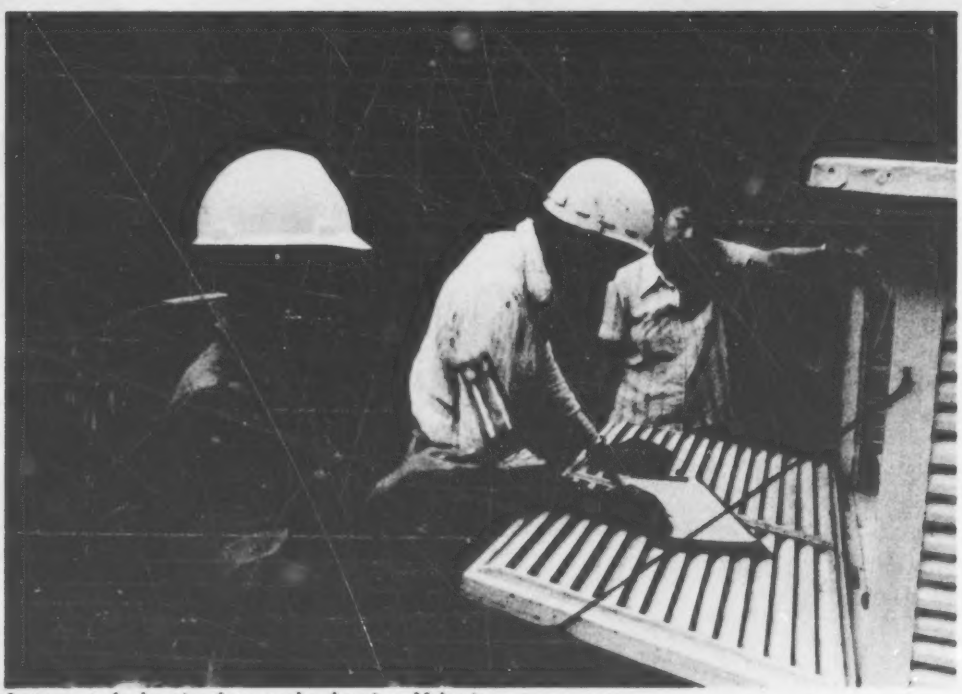
The sector works actively to build networks with forestry and environmental organizations in the United States and overseas, thus tapping into resources for recruitment of volunteers, training, and technical information exchange. The organization of the sector also permits Peace Corps to draw heavily on the technical and informational resources of the U.S. Departments of the Interior (Park Service) and Agricultural (Forest Service). Examples of ongoing Peace Corps forestry and conservation projects include:

- The CARE *Acacia Albida* program in Chad, to which five Peace Corps volunteers are assigned, is designed to promote reforestation and to increase soil fertility and agricultural production by encouraging farmers to plant "gao" (the common name for *Acacia Albida*) in their fields. The volunteers on this project have operated nurseries to produce gao seedlings, and have been working to obtain long-term commitments from farmers to continue planting trees. So far, nine gao nurseries have been established. These nurseries produce 500,000 seedlings per year, planted by 2000 farmers.
- The Resources Management and Conservation Program in Guatemala involves 21 volunteers. The goals of the project are to combat soil erosion, correct drainage and overflow problems, maintain soil productivity, and conserve water. The Peace Corps volunteers have established nurseries, local forestry committees and demonstration areas within villages. They have also trained counterparts and carried on extension work.

Volunteer Training: For the past two years, Peace Corps has collaborated with the U.S. Department of Agriculture (Office of International Cooperation and Development) in forestry training. General training areas include: assessment of land productivity; small-scale tree nursery management; establishment of small plantations; use of agroforestry; plantation protection; elementary land surveying and use of forestry extension techniques.

A Sahel Reforestation Workshop held at Ouagadougou, Upper Volta during February 1980, will serve as a model for future training efforts. It was attended by personnel from Peace Corps and other donor agencies working on common forestry problems in six Sahelian countries. Discussions centered on: difficulties in finding technically viable solutions; the lack of personnel trained to handle both the technical and social aspects of village-level reforestation; the lack of adequate and appropriate financing and potential collaborative efforts to deal with the preceding problems.

Inspecting seedlings at reforestation project, Niger.



Instrument check at jungle research substation, Malaysia.

Women in Development (WID)

Following the precedent of the Percy Amendment to the Foreign Assistance Act of 1973, the Peace Corps Act was amended in 1978 to include women in developoment as an integral part of agency policy. The amendment stipulated that Peace Corps must "give particular attention to those programs, projects and activities that tend to integrate women into the national economies of developing countries, thus improving their status and assisting the total development effort."

This women in development mandate was a response to the findings of a 1978 Volunteer Activity survey, which showed that women were under-represented in those programs most likely to involve the transfer of marketable skills and resources. Projects in health, nutrition, and community services often had women as beneficiaries, but did little to improve the balance of economic power for women.

To redress these concerns, in early 1979 the Peace Corps Director requested that field and headquarters staff incorporate a conscious concern for women in all Peace Corps programming, including concept, design, implementation, review and final evaluation. Since that time, Peace Corps' commitment to women in development has been monitored by a WID Oversight Committee.

Current emphasis includes the development of training materials for both staff and volunteers and the identification of programming opportunities in the field. WID working groups operate in each region to provide support and to encourage accountability for WID programming.

Peace Corps programs aimed at helping women become equal partners in development usually take one of two forms—those which focus specifically on women's needs and promote equal opportunities for women, and those which address women and men equally, thereby enhancing women's positions as well as men's. There are certain basic assumptions underlying Peace Corps programming with Third World women:

- Peace Corps can learn a great deal from women's contributions to development in other countries.
- Third World women are authorities about their own problems and needs. Women's organizations in many developing countries have initiated strong programs at the regional, national and local levels. Peace Corps strives to enlist the help of these groups in planning and implementing WID Projects.
- Peace Corps should, if requested, contribute to the training of local women's groups.
- Peace Corps staff and volunteers, male and female, should be trained in Women in Development issues.
- Peace Corps should seek opportunities for cooperative efforts with other developmental organizations

Peace Corps is now directing its attention to the role of poor rural women and their daughters in the development process, within the context of family, community, culture, and country.

A Peace Corps project that effectively involves Third World women is characterized by the following criteria:

- Women are involved in problem identification, needs assessment, and the setting of priorities.
- Women participate in planning and conducting the projects.
- Women assume important, permanent roles in the project.
- Women benefit directly through augmentation of income-earning ability, increase in productivity and the development of skills that will sustain their access to these opportunities.

Peace Corps is engaged in an earnest effort to increase the participation of women in current programs, as well as to design more equitable opportunities for women in future

Community women working together to harvest rice, Senegal

efforts. The following project examples demonstrate that the women in development process is well underway:

- In Guatemala, 11 Peace Corps volunteers are working on a project designed to help the members of local artisans and farmers cooperatives to increase their incomes. The volunteers provide the co-ops with the technical assistance needed to raise productivity and improve the members' access to credit sources and markets. The co-op memberships include Guatemala's poorest people, and a disproportionately large number of women. Since the co-op project was started in 1976, women members have begun to perform activities that were previously done solely or primarily by men. For example, women co-op members are now playing a major role in almost all phases of cloth production, from raising sheep to making cloth. Women are also beginning to take an active role in going to the cities to sell the final product.
- Sixty-one volunteers in Senegal have been working with the Ministry of Human Resources to improve the quality of life for villagers. A special emphasis of the project is to increase the economic independence of village women, by stressing skill acquisition in the following areas: household management, basic record keeping, budgeting, pre-natal and child care, kitchen gardens, use and conservation of basic foods, cloth dyeing, sewing and setting up cooperatives for marketing and other economic gains. The volunteers serve as community development workers, helping women to identify needs, and pointing them to the means by which these needs can be met. As a result of the volunteers' efforts, local women have increased their ability to organize their own projects, and have become more self-reliant in preventive health care methods.
- In the Solomon Islands, Peace Corps volunteer couples have been working with local women to identify needs and develop projects that will improve the quality of village life on the island of Guadacanal. The volunteers work primarily in two areas, adult education and income generation. Adult education entails teaching women sewing skills, handicrafts, baking and techniques for extracting coconut palm oil. Income generation activities focus on introducing women to marketing concepts, so that they can sell their handicrafts and baked goods. To date, this project has had a number of significant accomplishments, including the construction of a "Women's Interest House," and a bakery run by local women. Through these and other efforts, Solomon Island women have begun to learn how to set up cooperative activities that address the needs of their village.

Sharing successful marketing techniques with women's farm cooperative, The Gambia

Working with craft and sewing cooperative, St. Vincent, Eastern Caribbean

Ecuador cattle extensionist training, Costa Rica.

Ecuador crop extensionist training, Costa Rica.

Training

Core Curriculum. Peace Corps training mandate is to develop and implement a coherent set of staff and volunteer training activities that will strengthen Peace Corps' overall program. This year, the training specialists have been involved in the evaluation of present Peace Corps training, and the development of a core curriculum. The core curriculum serves to ensure the projection of a coherent Peace Corps message overseas, to integrate training systems from pre-invitation to close-of-service, and to articulate the service-learning nature of the Peace Corps experience. It is designed to provide basic competencies that all volunteers need to become development workers at the grassroots level in today's Third World countries. The curriculum has six major goal areas:

- the role of the volunteer in development work
- cross-cultural training
- language and communications training
- health and personal well-being
- Peace Corps orientation
- technical and work training

The core curriculum brings with it not only a coherent set of training goals for Peace Corps volunteers, but also an approach to learning that is designed to serve the volunteers after they complete pre-service training. The training methodology emphasizes active, "hands on" learning and problem-solving which, as well as meeting specific program goals, will enhance volunteers' capacitiy to "learn how to learn" throughout their service. Increasing volunteers' active learning skills should make them more self-reliant, and this will be congruent with the development philosophy of Peace Corps. The goals are not meant to imply any particular time sequence, as it is assumed certain goals will be addressed at various times before and during volunteer service.

In FY 1980, a number of steps were taken to develop the curriculum:

- The goal areas that constitute the core curriculum were developed, critiqued and revised.
- Training materials were developed and pilot tested under the goal area of "Volunteer Support and Well Being" (counseling support, minority volunteers, women's support). Pilot testing was conducted in six countries.
- Training materials were developed and pilot tested for a completion of service model. Pilot testing was conducted in six countries.
- Training materials were developed and pilot tested in basic health and hygiene. Pilot testing was conducted for two training programs.
- A pre-service training module was developed for community analysis and goal setting under the "Role of Volunteer in Development" goal area.

The core curriculum is currently in the beginning stages, and will be fully developed during the next two years. The curriculum, which will be integrated into all training efforts in FY 1981-1982, serves as an umbrella for the following sequential training processes:

1) The Center for Assessment and Training (CAST)
CAST is a new pre-invitational process designed to assess candidates for Peace Corps suitability to make available sufficient data so that candidates can make a sound decision about Peace Corps service, and to begin certain core elements of training for volunteer service. Indications from Country

Directors are that a dramatically more highly motivated, higher quality, and advanced trainee is produced by the CAST system.

The CAST process consists of one week of training and assessment conducted by professional trainers and trained assessors in a retreat setting. The training consists of case studies, readings, simulations, problem-solving sessions, small group training, large group information-giving sessions and individual interviews. The CAST event takes place one month prior to the start of training. At the conclusion of the CAST event, selected applicants are issued an invitation to Peace Corps training.

The assessment goals of the CAST aim to provide a process that assesses candidates suitability for Peace Corps service, while allowing participants maximum opportunity to decide whether or not to accept an invitation. The assessment process also seeks to provide information for trainee development that will be addressed subsequently in Peace Corps training. The trainees are assessed in the following basic skill areas:

- Productive Competence: ability to carry out work, solve problems, and learn the skills necessary for the primary assignment.
- Social Sensitivity: ability to relate and communicate with others within the context of another culture and Peace Corps work.
- Emotional Maturity: ability to handle self with enough confidence and maturity to be a representative of U.S. culture and to carry out development work under cross-cultural stresses.
- Motivation: ability to demonstrate a healthy motivation consistent with the overall goals of the Peace Corps.

2) Pre-service Training

This training prepares volunteers to enter their assignments with appropriate levels of skills and knowledge in grassroots development, technical subject matter, language, and cross-cultural adaptation. Unit activities involve the development of the core curriculum, advising sectoral units and regional staff on training methods, and maintaining quality control over training in general.

3) In-Service Training

The training unit seeks to help assure that good in-service training is being developed, so as to improve the overall quality of volunteer service and to help lower volunteer attrition rates. During FY 1980, an in-service training model for four-month and mid-service training of volunteers, was developed in systematic project review and development work skills. This effort provides follow-up to the CAST, and constitutes a part of the core curriculum effort. The five day model was pilot tested in Kiribati (formerly the Gilbert Islands), then revised and disseminated.

4) Close of Service Models

These units are being designed to encourage career and life planning skills, and to provide volunteers with perspectives that will help them share their experiences when they return home.

In addition to the core curriculum, three special training initiatives were developed in FY 1980. These include:

Staff Training. A new staff training approach, aimed at developing staff skills and knowledge consistent with the core curriculum training approach, was initiated in FY 80. The new

Using market purchases to help new trainees with language and acculturation, Malaysia.

approach stresses skill development in management, programming, training, volunteer support, cross cultural skills, development work, administrative systems and development education.

WID Training Models. A standardized Women in Development (WID) curriculum has been developed for use in all volunteer training. This included the development of a manual that was field tested in six countries.

Health Training Model. The volunteer personal health training curriculum, a new guide developed by the Office of Programming and Training Coordination was field tested and revised. The purpose of the health curriculum is to assure that all volunteers possess the knowledge and skills required to maintain their own health and well-being, and to role model preventive health techniques for their communities.

Information Collection and Exchange

The Information Collection and Exchange (ICE) is Peace Corps' central resource for sharing appropriate technologies and community level problem-solving techniques generated by Peace Corps during its years of grassroots development experience. ICE was established to communicate strategies and technologies developed by Peace Corps volunteers in their field work to the wide range of development workers who might find them useful. ICE collects, reviews, and catalogs training guides, curricula, lesson plans, manuals and other Peace Corps-generated materials developed in the field. Some of these materials are reprinted, others provide an important source of field-based information for production of manuals, or for research in particular program areas.

In-country training for agriculture program, Malaysia.

French language training, Zaire.

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A major focus of ICE, from its beginnings, has been the development of technical publications for Peace Corps "Appropriate Technologies for Development: manual series." In FY 1980, ICE published seven new manuals, including titles such as

- *Water Purification, Distribution, and Sewage Disposal* and
- *Bamboo as a building material*

Growing demand for ICE services is clearly seen by the volume of requests—almost 200 a month—from volunteers, staff, and others in the development community. ICE uses information from its Resources Center, interlibrary loans (through the ACTION library), VITA's technical assistance service, and a growing network of professionals in the U.S. to provide the references, resources and materials requested.

In FY 1980 the *ICE Almanac* became an extremely popular source of technical and development information. The *Almanac*, an 8-page insert in the *Peace Corps Times* (the bi-monthly volunteer newspaper), provides a forum for innovative and practical Peace Corps volunteer approaches to development work. It also provides ordering information on resources available through ICE and other sources, as well as news of programmatic relevance, such as UN Water Decade activities.

During the past five years, ICE has grown from a special project to a central unit within the Peace Corps' programming and training mainstream. A major focus of FY 1980 has been to analyze roles, responsibilities, and relationships of various Peace Corps offices in terms of the agency's overall needs for program and project documentation, technical support, institutional memory and outreach. Based on this analysis, ICE has begun to streamline systems of collection, storage, and sharing.

In-service health conference, Central African Republic.

SUPPORT OFFICES

THE OFFICE OF ADMINISTRATION AND FINANCE (A&F)
THE OFFICE OF POLICY AND PLANNING (OPP)
THE OFFICE OF RECRUITMENT AND COMMUNICATIONS (ORC)
THE OFFICE OF LEGISLATIVE AND GOVERNMENT AFFAIRS (LGA)
THE OFFICE OF GENERAL COUNSEL (GC)
THE OFFICE OF COMPLIANCE (OC)

Independent living project, Denver, CO

OFFICE OF ADMINISTRATION AND FINANCE (A&F)

Automation Changes

With new leadership and direction in FY 1980, A&F initiated several management improvements to streamline the delivery of administrative services to the program and support offices within ACTION/Peace Corps. For example, this year the Office made the following changes through automation:

- Installation of remote terminals in domestic field offices, so that transactions can be keyed directly from source documents into the automated accounting system. This eliminated the need to prepare coding sheets, thereby substantially lowering costs and reducing the use of outside keypunch services. In addition, the terminals have editing features that identify and reject certain types of errors which facilitates immediate correction. Consequently, more timely information is available for all accounting reports.
- Conversion of the agency's budget system to the Sycor 445 equipment, which has substantially reduced the time needed for preparing the A&F budget and quarterly reviews, by integrating budgetary and accounting data on the status of funds report.
- Elimination of unnecessary magnetic tape storage at the Remote Computer Services site. This is an ongoing effort that has so far resulted in a 21 percent savings for this service. In addition, the amount of disk storage required by the Remote Computer Services has been reduced, which has led to savings of more than $1,400 per month.

Upgrading Existing Systems

In addition to the above automated procedures, a number of existing systems were also improved during FY 1980 to further increase efficiency and effectiveness. Specifically, the Office:

- Completed a major effort to reconcile the accounting records with grant award documents, enabling the agency to have more accurate and reliable financial reports for the Treasury and Congress, and to improve internal agency management.
- Initiated procedures to facilitate the medical processing of applicants and volunteers. The medical clearance procedures were modified to reduce the number of Peace Corps applicants on medical hold by 10 to 15 percent. Dental review procedures were strengthened to reduce program disruptions, dental evaluations and expenditures. Procedures for medically evacuating Peace Corps via Military Airlift Command flights were clarified in order to ensure that appropriate services are available in life-threatening circumstances.
- Tested and implemented the Sycor Computer Security Package at Headquarters. These security measures are required to protect information in accordance with recent FOIA and Privacy Act provisions. The security package is in place on existing applications where needed, and will be implemented on new sensitive applications as they are developed.
- Developed and initiated in coordination with OPP/B, an improved system to equitably allocate agency-wide costs between Peace Corps and ACTION. Developed new cost category definitions, and a cookbook methodology for allocating costs and descriptions of services rendered by agency-wide support offices. In addition, an analysis of Peace Corps/ACTION budget data was made in terms of inflationary and long range workload trends to help identify areas where increased agency support should be sought through OMB and Congress.

Administrative and Management Changes

FY 1980 also marked a number of administrative and management changes that improved A&F's responsiveness to ACTION/Peace Corps, and enhanced ACTION's career development potentials as reflected by the following. For example, A&F

- Conducted studies to assess the workload of its divisions, to ascertain the proper staffing and funding needs of each respective division. The studies resulted in a number of management improvement actions that involve: streamlining procedures; plans to automate the processing of information involved in the grants management and volunteer payroll systems; establishing formal career ladders and bridge positions; and a new career counseling program.
- Completed an agency-wide Task Force on Equal Opportunity and Career Development in coordination with the Office of Compliance and submitted the report and recommendations to the Director of ACTION. The report proposes sweeping changes in policies and programs to enhance career development opportunities for ACTION employees.
- An annual plan will be used to establish goals for the active recruitment or promotion of women and minorities. It may also require that as certain positions become vacant, they will be replaced with career development positions. The annual plan will be monitored by quarterly progress reports and budget reviews. Managers and supervisors will be evaluated on progress toward meeting these goals as part of their annual performance evaluation.

Using data processing to improve efficiency.

A new four-point career development program has been developed, consisting of the following:

1. A revitalized Upward Mobility program to provide training in career-enhancing skills for lower-graded clerical and technical employees.
2. Position restructuring to create opportunities for qualified clerical and technical employees to enter occupational fields with better career potential.
3. Career development plans and career ladders for employees to mainstream into professional and administrative fields.
4. Tailored career development programs for small offices and occupational fields.

Other FY 1980 Developments

In addition, a number of changes that A&F initiated will directly benefit ACTION/Peace Corps in a number of ways:

- Collections from Washington to Domestic Regional Offices and Service Centers were streamlined. Consequently, the resources freed by this measure have been devoted to identifying problem collections in the suspense account. The suspense account was reduced from approximately $500,000 to $15,000 by year-end. This substantial reduction is in accordance with good cash management practices and procedures as advocated by the Office of Management and Budget.
- Preliminary coordination, study and procedures development were undertaken in anticipation of the establishment of a Central Receiving Activity which, when operational, will provide improved property inventory control for ACTION, prompt payment for supplies and equipment, and increased use of prompt payment discounts.
- Weekly counseling sessions for medically evacuated volunteers were introduced. This will assist them in dealing with their problems, and give management the opportunity to obtain objective evaluations of services so that the health delivery systems can be improved.
- More than 120 ACTION staff members were trained in Cardio Pulmonary Resuscitation (CPR) techniques. The American Heart Association has given the agency highest recognition for having the most comprehensive program. The program has been used as a model for other government agencies.

THE OFFICE OF POLICY AND PLANNING (OPP)

The Office of Policy and Planning is responsible for ACTION's planning, budget and evaluation functions, and for administering volunteer demonstration grants. It provides support to the Director and executive staff in conceptualizing and analyzing policy goals of the agency.

During FY 1980, the Office of Policy and Planning played a key role in developing ACTION's domestic program strategy for the 1980s. In May 1980, OPP organized a program policy retreat that involved senior agency staff, including regional directors. The purpose of the gathering was to assess ACTION's field experience, examine the agency's institutional and programmatic strengths and weaknesses, and to determine which issues would be relevant to the 1980s. The staff's analysis led to a decision to focus the agency's resources on three major areas: energy conservation, independent living and service learning.

The establishment of long-range program priorities was part of a broader emphasis on strengthening the agency's planning and budget processes. Quarterly planning and budget reviews increasingly focused on comparing performance against plan. In addition, OPP provided an accountability-based review session between the director and senior managers.

Also during FY 1980, OPP's Budget Division worked with Peace Corps to develop a process for sharing the costs of jointly funded offices that support both Peace Corps and ACTION domestic programs. Other collaborative efforts between OPP and Peace Corps led to an innovative Intern Program for students who are from predominantly minority colleges. These students will spend their junior year summer as Peace Corps interns, working in offices within Peace Corps while spending each morning in specially designed seminars on Third World development.

Planning Division

The Planning Division is responsible for ACTION's planning processes, including the Zero Based Budgeting (ZBB) System. ZZB is the means by which the major objectives and alternative ways of operating each program are ranked. The ZZB process was the primary means for identifying energy needs, independent living and service learning as the major areas to which ACTION's programs could be directed.

In response to the new Executive Order on Paperwork Control (E.O. 12174), the Office of Policy and Planning prepared the agency's first Information Collection Budget (ICB) request for FY 1981. The creation of such a budget is intended to control paperwork burdens imposed on the public. As this will be an annual process, similar to that of the fiscal budget submission, the function will remain in OPP, with the Planning and Budget Divisions sharing the responsibility for this task.

Budget Division

The Budget Division is responsible for formulating, justifying, presenting and monitoring the execution of ACTION's domestic program and support office budgets. Working closely with program and office directors, the division prepares and revises the budget submissions to OMB and Congress, and actively participates in the preparation of Congressional testimony. In addition, the budget staff coordinates and conducts periodic budget reviews, both in the field and at headquarters, and develops and revises agency policies and directives dealing with fiscal matters. The Budget Division also serves as the agency's primary contact with OMB on budgetary and regulatory matters, and as liaison with Peace Corps in matters dealing with the administrative services that ACTION provides to Peace Corps.

Evaluation Division

FY 1980 marked the first concerted effort to direct the activities of the Evaluation Division towards impact and process evaluations of all domestic programs. The year also represented an effort to develop longitudinal designs for qualitative and quantitative studies aimed at major research areas clearly affecting agency policy.

Some of the evaluations that began in FY 1980 will continue over three or four years in connected phases. Reports on findings from some of the FY 1980 phases are either completed or in the analysis and writing stage. Information

and data collection are still in process for some studies, and reports are anticipated by the second quarter of FY 1981.

The 25 studies managed by the Evaluation Division in FY 1980 focused on a variety of areas including: measurement of VISTA outcomes; assessment of the state-of-the-art for VISTA training; evaluation, through a purely experimental design, of juvenile offenders in service/learning programs; measurement of UYA demonstration project effects; assessment of the effects of transportation on OAVP volunteers, activities and project costs; description of RSVP demonstration projects; analysis of process variables of all RSVP projects; measurement of the impact of the Foster Grandparent Program on Foster Grandparents; evaluation of attitudinal changes of YES volunteers and youth; and in-depth examination of the effects of SCP on the Companions and clients.

Some of the significant findings for work completed were:

- The offenders/students in the Juvenile Offender Service/Learning Project can contribute positively to the effective operation of community agencies.
- One-third of the RSVP demonstration projects chose advocacy/independent living as their project emphasis.
- The elderly and economically disadvantaged were the primary client groups for more than 50 percent of the reporting projects of the RSVP demonstration projects.
- The most prevalent limitations of children served by FGP were mental retardation physical handicaps and emotional disturbances.
- Most SCP clients served were women who were 75 years of age or older.
- The SCP program has proven to be effective in accomplishing deferred institutionalization, early release from an institution and deinstitutionalization.
- It is estimated that more than ten percent of elderly persons served by SCP obtained a timely release from institutions, rather than remaining in a hospital or being placed in an intermediate facility.
- SCP plays an important role in improving various dimensions of a client's impairment and fills gaps in impairment by providing services. Further, it seems that the quintessentially human part of the Senior Companion Program—being with another person who actively cares if you live or die—makes the difference for volunteers and means the most for clients.

In addition to the studies initiated in FY 1980, the Evaluation Division led an effort to establish descriptive information systems for program management. The division also deve-

YES recycling project, Syracuse, NY

loped a self-evaluation guide, which will assist local projects in conducting goal achievement evaluations.

Policy Development Division

The goal of the volunteer demonstration programs is to test models which, if validated, will be integrated within ACTION's operating programs or transferred to other agencies. During FY 1980, 35 demonstration projects were funded under the authority of Title I, Part C of the Domestic Volunteer Act of 1973, as amended (P.L. 93-113). Demonstration areas included: energy; independent living; fixed income consumer counseling; "helping hand" technical assistance for small, non profit organizations; national service and family violence.

Energy Conservation And Alternative Energy Sources

As energy continues to be a pressing national priority, ACTION addresses the problem by demonstrating new ways in which volunteers can contribute to energy conservation programs and to efforts that harness energy from renewable sources.

• The Center for Rural Affairs in Walthill, Nebraska, previously sponsored the Small Farm Energy Project (funded by CSA for 39 months). Twenty-four family farms in northeast Nebraska adopted a number of energy-saving measures, such as: weatherization, active solar space heaters, passive solar window heaters, crop dryers and grain dryers. This year, ACTION contributed to these energy conservation efforts by awarding a $122,568 grant to demonstrate how full-time, local volunteers can be used to disseminate information on the application of low-cost technologies that can save energy on small farms. The goals of this demonstration project are: (1) to use volunteers to transfer alternative energy technologies to other farms in Nebraska, South Dakota, Minnesota and Iowa; and (2) to hold fair hearings with the Farmer's Home Administration regarding loans to purchase solar and other alternative energy applications. So far, local communities and volunteers have been selected in Nebraska, South Dakota and Minnesota. Also, training materials on alternative energy applications and Farmer's Home Administration procedures have been developed.

• The East Tennessee Community Design Center was awarded $46,410 to demonstrate the value of part-time volunteers in building and operating greenhouses attached to existing community facilities. The Community Design Center has been very effective in using VISTA volunteers over the years. In 1978, the VISTAs attached a solar greenhouse onto the Design Center, which is an old frame house in Knoxville. Based on this experience, it was thought that similar applications could be made throughout eastern Tennessee. The goals of this project are: to construct four greenhouses in east Tennessee; to monitor the greenhouse attached to the Design Center and to begin assisting local organizations in greenhouse operation. The sites selected were the Cooke County Senior Citizen's Center in Newport, the White Oak Day Care Center in Clairfield, the 4th and Gill Neighborhood Center in Knoxville and the Laurel Grove Community Cannery. Two retired carpenters supervised the building of the greenhouse attached to the Cooke County Senior Citizen's Center, with the aid of eight other volunteers. A crew of carpenter apprentices, all women, under the supervision of a local volunteer carpenter, constructed the greenhouse attached to the White Oak Day Care Center. Ten to twelve volunteers assisted in the construction of the greenhouse which is attached to the 4th and Gill Neighborhood Center in Knoxville. The Laurel Grove Community Cannery Greenhouse has not been started yet, and an alternative site for the fourth greenhouse has been selected in a nearby mountain community.

Independent Living

Preventing inappropriate institutionalization and assisting those in transition from an institution to the community were agency-wide goals during FY 1980. Demonstration projects focusing on independent living were also supported to further ACTION's understanding of the deinstitutionalization process.

The South Central Montana Regional Mental Health Center

Volunteer gives counseling to fixed income senior citizen, Morris Plains, NJ

in Billings, Montana, received a grant of $46,000. The purposes of this demonstration are twofold. The first is to assess the potential and capacity of volunteer resources for lessening the human and economic cost of institutional and community care for handicapped and vulnerable older persons. The second purpose is to determine the extent to which volunteers can be effectively and efficiently integrated into a comprehensive and coordinated system of community services. These are the goals of this project:

- To decrease the number of disabled people who are living in institutions or are totally dependent on institutional services for life and social support, and to assist those who have been deinstitutionalized to remain in the community;
- To increase the number of disabled who develop and use independent living skills, who receive vocational training and are placed in a job and who develop the ability to advocate for themselves;
- To develop a capacity-building model whereby volunteers are trained as case managers, supplementing the efforts of professional health workers in meeting service demands that exceed delivery capacity;
- To increase the number of volunteers working with the disabled in institutional and community settings and
- To decrease the number of disabled people receiving public assistance.

The volunteers work directly with the mentally ill and elderly to help them develop and/or maintain the skills and self-esteem needed to live as independently as possible in the community. They provide help in the following areas: budgeting, bill paying, banking, housekeeping, cooking, grooming, personal hygiene, shopping, social services, socialization, transportation and accessing social services. The volunteers also fulfill a crucial role in that they become friends with the disabled and elderly clients, who usually have either lost contact with family and friends, or have poor family relationships.

The 22 volunteers serving on the project spend anywhere from seven to 15 hours a week with their clients. In the face of recent staff reductions, the volunteers are providing invaluable assistance to the professionals.

Fixed Income Consumer Counseling and Helping Hand

Two years of the Policy Development Division's involvement in "Urban Programs" resulted in a supplemental appropriation for the Fixed Income Consumer Counseling (FICC) and Helping Hand programs.

FICC uses skilled and non-skilled community people to provide knowledge and skills about economic survival to low-income people who live on fixed incomes. With the addition of $360,000 and the help and cooperation of ACTION's Office of Domestic Operations, ten new projects were developed and funded. These projects, which are sponsored by various organizations such as universities, CAP agencies and physical/mental disability advocates, will provide training in areas such as nutrition, consumer shopping, energy conservation, and shared housing to about 150,000 people. Training will be done with workshops, seminars, one-to-one assistance and bilingual printed materials. FICC was transferred to Domestic Operations at the end of FY 1980 for implementation as a new national program.

Helping Hand is a demonstration program designed to use young and old people working together to improve the process of deinstitutionalization, and to assist individuals in their transition from institutions to independent living situations. A $120,000 supplemental appropriation allowed ACTION to fund six Helping Hand projects, which focus on activities such as academic training, patient advocacy and patients as volunteers.

Training and Technical Assistance

Small, community-based nonprofit organizations cannot afford expert accounting/management training and technical assistance. As a result, they might encounter any number of basic accounting/management problems in their inception and operation ranging from filing with the IRS for tax-exempt status to establishing systems of financial monitoring, reporting and control. Failure to receive the necessary assistance often leads to the demise of the organization and, as a consequence, termination of the community services that it provides. Similarly, low-income elderly and poor people are generally unable to afford or obtain general financial consultive services. ACTION addresses these problems by supporting demonstration projects that offer training and technical assistance to small, nonprofit organizations (SNOs) and individuals in need.

ACTION awarded Accountants for the Public Interest in New York City a grant of $77,000. This demonstration will determine the potential and capacity of volunteer professionals (accountants, attorneys, social workers, architects, engineers, health workers, etc.) to introduce and transfer their skills, methodologies and techniques to voluntary community service efforts and organizations. The goals of the project are to identify, recruit and mobilize retired and active professional accountants (CPAs) and student accountants who can provide their special skills to small nonprofit organizations and groups of elderly and poor people.

- The volunteers provide training and the following kinds of technical assistance to SNOs: installation and maintenance of bookkeeping and payroll systems; assistance with the preparation and filing of applications for tax-exempt status; training in budgeting procedures; assistance with establishing systems of financial monitoring, reporting and control; training staff to maintain books and meet local, state and federal reporting requirements.
- The volunteers provide seminars for elderly and poor people with a focus on fixed income counseling, housing problems and other financial issues that directly affect them.
- Volunteers, organized in teams, provide financial analyses of community problems in fields such as health care, energy, employment and housing.
- In addition to mobilizing retired accountants who provide thousands of volunteer service hours to their communities, the project has facilitated capacity building efforts with the private sector through the involvement of accounting firms in grassroots problem-solving efforts.

National Service

Since 1978, ACTION has awarded grants to the National Youth Community Service (YCS) demonstration project in Syracuse, Onondaga and Oswego Counties, New York. The demonstration grants test a national youth service model by providing needed and meaningful community services while simultaneously offering young people (16 to 21 years of age) a transition to the adult labor market or to further education. YCS determines the responsiveness and capabilities of the community and its organizations to participate in the development and management of projects using young people

in the provision of services. It also determines the appeal of community service volunteerism to young people across the ethnic, age and income spectrum.

YCS is designed to offer young individuals the opportunity to gain marketable experience, increased personal worth, greater responsibility and commitment to the community, increased maturity about the world of work and less social alienation. In FY 1980, YCS volunteers performed 1,250 volunteer service years in a variety of community service projects, many of which were non-traditional in design. These include: day care, senior citizen assistance, tutorial and remedial aid, weatherization and conservation, recreation, skateboard safety, recycling, community beautification, historical research and consumer advocacy. The Basic Human Need breakdown for the project is as follows: Health/Nutrition, 9 percent; Food/Water, 1 percent; Knowledge/Skills, 24 percent; Economic Development/Income, 4 percent; Housing, 4 percent; Energy Conservation, 5 percent; Community Service, 52 percent and Justice/Legal Rights, 1 percent.

Of the more than 5,000 applicants, 2,500 actually served as volunteers in 582 projects offering 3,000 opportunities for service. After termination, 39 percent took jobs, entered school full-time or entered the military (3 percent). Some 43 percent of the volunteers used their educational allowances for college, cultural, trade, high school, career or task-related courses.

Family Violence

Family violence has become a nationwide concern. ACTION is responding to the problem through demonstration projects that validate the role of volunteers in helping the victims of family violence and preventing further incidents. For example:

- The Volunteer/Counseling Services of Rockland County, in New York City, received a $59,974 grant to develop a model that uses volunteers to work with abusive spouses. Volunteers working on the project have designed and developed a six-session workshop for persons who admitted to or have been accused of committing acts of family violence. Five workshops were completed this year, with a total of 35 participants. The volunteers also collected and analyzed police data on the incidence of family violence and developed a presentation on family violence issues for the schools.
- The Domestic Violence Project, Inc., located in Ann Arbor, Michigan, and ten regional centers, has been in operation since 1978. This year, ACTION awarded $50,000 to the national center of the project and $75,000 to the regional centers. These demonstration grants provide technical assistance and information in the area of family violence and create networks of volunteers and professional programs that can provide assistance to victims. This project is particularly important because it is one of the few nationwide technical assistance organizations dealing specifically with spouse abuse. The goals of the project are: to monitor and manage the ten regional centers for the purpose of promoting technical assistance and networking at the state and local level; to publish a newsletter that will inform programs around the country about developments in the field of family violence; to develop technical assistance materials; to break down barriers to networking and coordination; and to develop a network of resource consultants. Volunteers working on this project this year have developed 17 technical assistance manuals, a slide show, and video and audio tapes dealing with family violence and how it can be eliminated. In addition, they have conducted ten regional conferences throughout the U.S. with over 2,500 people in attendance. During FY 1980, the Office of Policy and Planning completed providing technical assistance to the White House Conference on Library and Information Services. This technical assistance, which was also provided to the White House Conferences on: Balanced National Growth and Economic Development; The Family; The Aged; and Children and Youth resulted in considerable cooperation with The Departments of Commerce, Health and Human Services, Education, and several commissions. As a result, a series of comprehensive and in-depth reports were developed which contained wide ranging recommendations that were sent to the White House and Congress for action. The recommendations encompassed such areas as: income distribution policy and planning; federal/state assistance to depressed areas; utilization of human and national resources at the state and local level; family stability and changing demographics; community action programs; assistance to poverty-level families; information access by citizens to federal/state/local databanks and the use of local libraries as a resource for information distribution and assistance.

THE OFFICE OF RECRUITMENT AND COMMUNICATIONS (ORC)

The primary functions of ORC are: to attract potential recruits to the agency's domestic and international volunteer opportunities; to raise public awareness of ACTION and its programs; to screen applications for VISTA and Peace Corps; to recruit and place volunteers; and to provide communication support for the entire agency. This past year, a major goal of the office was to let more Americans know about the VISTA and Peace Corps programs. Other high priorities during the fiscal year included responding to program needs for technically-skilled volunteers, fulfilling the agency's commitment to making the volunteer force more representative of the American population and streamlining the basic support functions that ORC is mandated to perform. Success in meeting these goals was evident in a number of areas:

National Awareness

A significant accomplishment this year was the development of an integrated, unified message on behalf of the various programs. For example:

- The message of the VISTA 15th Anniversary campaign was "making a good place better." This theme was interwoven into public service announcements, press-kits, and general literature created for the event, including a commemorative brochure detailing VISTA's unique contribution to America's anti-poverty efforts.

The VISTA campaign was designed with a dual purpose in mind: First, to recruit volunteers and to increase national public awareness of the contributions VISTA volunteers were making in local communities. The ORC staff, along with Domestic Operations staff and many current and former volunteers, desigend and implemented the six-month campaign which began with a ceremony at the White House and ended with a national conference on volunteer and self-help issues. The campaign involved a 33 city tour, which was coordinated by local staff in conjunction with ACTION headquarters. The anniversary celebration generated a tremendous amount of local and national coverage in both print and electronic media. Specially designed Public Service

Announcements, appearances by entertainment and sport celebrities, and media events designed to highlight local VISTA projects, all contributed to the coverage. As a result, VISTA national recognition rose from 69 to 79 percent during the course of the campaign.

• Extensive planning was also conducted this year for the Peace Corps 20th Anniversary campaign, which will revolve around the idea of "making a world of difference." As in the VISTA Anniversary campaign, this one message will be used to unify all efforts to recruit volunteers and to increase public recognition.

The Peace Corps Anniversary celebration was launched on October 14, 1980 at the University of Michigan, where several thousands of people attended including several hundred Returned PCV's. The majority of the anniversary events will be conducted during FY 1981. They will focus on Peace Corps' response to the changing needs of the Third World, and the challenge of instilling an understanding and appreciation of developing countries. The campaign is then designed to unfold into a 15 city tour of the United States that will involve events to raise public awareness of Peace Corps, and interest potential volunteers in Peace Corps opportunities abroad.

In conjunction with the special VISTA and Peace Corps Anniversary campaigns, ORC sponsored a number of VISTA and Peace Corps fairs. These events involved former volunteers as a means to inform the public about ACTION's programs.

ORC's efforts to raise public awareness of Peace Corps and VISTA also included improved demographic research and targeting, and expanded participation in national conferences and conventions:

• The demographic research was conducted in conjunction with a consulting firm, which began a study to assess direct mail techniques to prospective Peace Corps and VISTA volunteers, and offer recommendations for improved targeting. The initial test mailings were sent to specific populations, to determine interest in the programs. The results of the test mailing will be analyzed in the next fiscal year.

• The Office participated in 30 national conferences and conventions, where ACTION exhibits were presented on topics ranging from aging and energy to youth issues.

Recruiter tells prospective applicant about volunteer opportunities, Washington, DC

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Another technique used by ORC for enhancing national awareness of ACTION's programs was the development of special mailing lists and the better targeting of news items. For example, stories on energy projects were specifically sent to editors interested in energy-related issues and to organizations that are actually involved with energy programs.

The Office also compiled a youth list and began working with a scholastic magazine service to give grammar school, junior high school, and senior high school students the opportunity to learn about Peace Corps and development education issues. Lists were also developed for scarce skill areas, such as health and math/science.

In the area of electronic media, the ORC was successful this year in reaching larger markets through the major networks. VISTA, for example, received substantial network news coverage during the anniversary campaign. Other electronic media events included major talk show interviews with ACTION and Peace Corps program directors.

An indication of the Office's success at raising awareness was the continued high level of WATS line inquiries, with the 4th quarter total (14,122) falling just short of the all-time high set in FY 1973. The cumulative for FY 1980 was 44,179. While this number was slightly less than the FY 1979 total, in general the callers tended to be more "qualified" than those in the past.

Scarce Skill Recruitment

This year, ORC made a major effort to identify potential volunteers with hard to locate skills in order to fill VISTA's need for architects and lawyers, and Peace Corps' need for volunteers with training in forestry, agriculture, health and math/science teaching. Direct mail campaigns were better targeted towards scarce skill audiences, and the volume of tear card mailings was doubled from 35,000 in FY 1979 to 70,000 in FY 1980. The number of senior graduate mailings was also increased, and the quality of the packaging was improved. For example, the mailings included personalized responses and computer coding.

Planning sessions with professionals from the private sector were held to advise the Office about scarce skill recruitment approaches. These strategy planning teams helped ORC to define problems in specific skill areas, and to devise appropriate solutions. The results of the strategy analysis sessions led to regional conferences during which concrete plans for scarce skill recruitment were developed.

To support the Office's efforts in this area, skill-specific slide shows were produced to assist recruiters in filling requests in categories such as health, math/science, forestry, agriculture and fisheries.

In addition, the Office implemented plans for an agency project called Peace Corps Associates. The goal of this project is to form a network of individuals with an active interest in Peace Corps, such as university professors, who might assist in directing people with scarce skills to proper recruitment channels.

Minority Recruitment

Boosting minority participation in ACTION's programs has been a long-standing goal of the Office. One example of ACTION's commitment to this goal can be seen in the efforts of strategy contracts. Strategy contracts are agreements made with universities and various professional organizations, through which a former volunteer is hired to identify potential volunteers with scarce skills. In universities, the strategy contract usually involves or a graduate student who has served in Peace Corps, and whose payment is in the form of an assistantship or stipend. This past year, ACTION let 98 strategy contracts; of these, 40 were with minority educational institutions. ORC also arranged for ACTION staff to visit 20 of the schools and assist with recruitment efforts.

In support of the Office's efforts to enhance minority

ACTION Director Sam Brown goes over testimony with LGA and compliance directors.

recruitment, a number of print and electronic media materials were also developed this year which included slide shows, Peace Corps printed materials and a television campaign filmed in Africa and the Philippines.

ORC also played an active role with OPP and PC in the design and execution of the recruitment and nomination process of the eight-week Peace Corps Summer Intern Program, which enabled 15 minority college students to observe Peace Corps' Washington operations and to learn about development assistance. Additionally, the Office assisted in producing a brochure and final report for the program, and provided news stories to national and minority press.

In keeping with the agency-wide goal of enhanced minority participation, the Office of Recruitment and Communications substantially increased minority contracts. For the first time in the history of the agency's photo-service department, a black photographer covered Peace Corps countries. Also more minority reporters were also used to cover domestic projects, and more black and Hispanic writers produced stories for the news bureau.

Management Refinements

This year, a number of the Office's processes that were previously done manually were streamlined through computerization. Volunteer applicants, for example, used to require 22 people for processing and tracking. With the automated system, two staff members were able to process all FY 1980 application materials, which amounted to some 84,000 transactions. In addition, the system enables ORC staff to instantly track an application through the various processing stages.

Follow-up recruitment functions have also been improved through automation. The system saves three to four weeks in responding to WATS line, tear card and direct mail inquiries by eliminating manual sorting and batching steps.

The system should prove to be an extremely useful management information tool, as it will enable the Office to track all inquiries, and to monitor whether volunteer placements are keeping in step with program requests.

Special Program and Initiative Support

ORC was integrally involved in providing communication support for a number of events and special agency initiatives. These include:

- The Foster Grandparent Program 15th Anniversary, which was launched September 4, 1980. ORC was responsible for coordination of national and local press coverage. The Office also produced a commemorative brochure for the event, and a film entitled "A Touch of Love."
- Fitchburg Action to Conserve Energy (FACE). The Office played a key role in publicizing this community-wide energy conservation project. This involved the development of printed materials describing the project, and arranging for coverage by the major television networks and wire services.

Community Energy Project (CEP). ORC was primarily concerned with local coverage for the 18 communities involved in CEP. The Office worked closely with field staff and the service center directors to ensure adequate press attention.

- International Year of Disabled Persons (IYDP). During FY 1980 a news bureau staff person was designated as the media liaison between the IYDP office and the press.
- Federal Women's Program (FWP). ORC provided ongoing coverage for FWP events, as well as communications support for Women's Awareness Week.

Internal Communications and Publications

Within ORC, a number of changes were made in FY 1980 to maximize the effect of recruitment and communications activities.

The Office of Public Affairs initiated a concerted effort to provide highly targeted coverage of policy issues that affect the operation of the agency. Particular attention was given to energy initiatives, minority procurement and equal employment opportunity policies. This new issue orientation was especially evident in ACTION's various publications:

ACTION Update informed staff of initiatives that directly effect them; *VISTA Currents* supplied technical assistance information; *Reconnection,* ACTION's publication for former volunteers, added a valuable resource section; *Peace Corps Times* focused on the hard issues confronting volunteers; *and Prime Times* examined a wide range of issues affecting FGP, RSVP and SCP.

Another FY 1980 trend of the Office was an increased cooperative effort with other development agencies. ORC staff were encouraged to work in collaboration with the staffs of the International Communications Agency (ICA), the Agency for International Development (AID), the International Development Cooperation Agency (IDCA) and other agencies on projects of mutual interest.

THE OFFICE OF LEGISLATIVE AND GOVERNMENT AFFAIRS (LGA)

The major function of the Office of Legislative and Governmental Affairs (LGA) is to represent ACTION and its programs on Capitol Hill and to inform members of Congress and committee staffs of the agency's activities. LGA monitors all legislation affecting ACTION, and maintains close ties with the many committees and subcommittees that have jurisdiction over and oversight of the agency.

During FY 1980, LGA, along with other offices, worked toward obtaining an appropriation for ACTION, which included the passage of a continuing resolution and a $4 million supplemental. In addition, VISTA and the Service Learning Programs were re-authorized for both FY 1980 and FY 1981. The Older American Volunteer Programs were previously authorized through FY 1981.

This year, the Office of Legislative and Governmental Affairs continued to assist the director of Peace Corps with its congressional relations. In addition, LGA coordinated all agency contacts with Congress regarding the implementation of Executive Order 12137, which encourages more widespread voluntary action, especially in the use of volunteers in such areas as refugee assistance, energy conservation and crime prevention.

OFFICE OF GENERAL COUNSEL (GC)

During FY 1980, the Office of General Counsel devoted a major effort to the development of new agency regulations, which are required as a result of the passage of the Domestic Volunteer Service Act Amendments of 1979 (P.L. 96-143). Particular emphasis was placed on new regulations in the area of prohibited political activity and lobbying by volunteers, and in developing new standards to protect the rights of volunteers and employees against discrimination on the basis of race, sex, religion, age or handicap.

The office also played a substantial role in negotiations with the ACTION Employees Union for a new contract, and in defining the relationship between ACTION and the Peace Corps. This relationship continues to evolve as a result of Executive Order 12137.

This year, the General Counsel participated in a highly successful area studies training program for Peace Corps volunteers serving in Lesotho, Botswana and Swaziland. In these countries, volunteers are often confronted with problems arising out of proximity to the Union of South Africa.

As the agency's ethics advisor, the office continues to oversee and monitor compliance with ACTION's Offical Standards of Conduct and the Ethics in Government Act. Several new interagency agreements were negotiated, enabling ACTION to cooperate more fully with other governmental units in such vital areas as energy conservation and refugee assistance.

THE OFFICE OF COMPLIANCE (O/C)

The Office of Compliance is comprised of three major divisions: the Office of the Director, which formulates policy, the Inspector General's Division, and the Equal Opportunities Division.

In FY 1980, the Office of Compliance/Equal Opportunity Division, continued its support of the agency's upward mobility program as well as seeing that ACTION and Peace Corps continue to increase their contracts with minority businesses.

Inspections and Audits

The Inspector General's Division conducts all investigations and audits for ACTION and Peace Corps. During FY 1980, a total of 28 investigations were conducted, including 11 in ACTION Headquarters, 10 in Domestic Operations and 7 in Peace Corps. The division also performed 41 audits:

- Eighteen Peace Corps posts were audited to determine the integrity of fiscal and administrative management. One audit included a comprehensive review of the effectiveness of the Peace Corps program in that country.
- Three operational and compliance audits of domestic regional offices were conducted to determine the integrity of the fiscal and administrative management, and the efficiency of operations.
- Three contract audits were performed to determine the adequacy of the contractor's accounting system.
- Fourteen cost eligibility and compliance audits of agency grants to non-profit organizations were completed.
- Two special internal audits of agency payroll and regional office control of Government Travel Requests were conducted.

Equal Opportunity

The Equal Opportunity Division is responsible for developing, promulgating, interpreting and implementing all policies and practices with regard to equal opportunity and affirmative action for both ACTION and the Peace Corps. It also heads such special emphasis support programs as the Federal Women's Program (FWP), the Hispanic Employment Program (HEP) and the Section 8(a) Minority Contracts Program. In FY 1980, the division:

- Conducted training for headquarters managers, regional Federal Women's Program managers, and Hispanic Employment Program managers.
- Conducted introductory and advanced training for all regional and headquarters equal employment opportunity counselors.
- Developed new regulations regarding a volunteer complaint system.
- Developed agency policy on sexual harassment in the workplace.
- Participated in a personnel management evaluation of Region X's Seattle, Washington office.
- Sponsored a Federal Women's Awareness Month and Hispanic Heritage Week.
- Conducted a one day training session for headquarters managers regarding equal opportunity policies and goals.

During FY 1980, ACTION continued its strong emphasis in support of Upward Mobility (UPMO). Fourteen of the 15 ACTION UPMO candidates graduated, 13 of whom are women. In FY 1980, ACTION's regional and state offices also participated in the Minority Bank Deposit Program. The Program is designed to support the development of minority enterprise through the utilization of minority and women's financial institutions.

On February 7, 1979, ACTION, in response to a class action complaint filed by its employees, entered into a Stipulation of Settlement which was approved by Order of the U.S. District Court, District of Columbia. The agency voluntarily entered into this Stipulation Order as an effort to respond to allegations that certain minorities had not been treated fairly in ACTION's workforce, and to reaffirm its policy of employing, using and promoting the best qualified individuals possible regardless of sex, race, religion, or national origin. Of the 27 claims, ten were conciliated and awarded back pay or cash settlements; three claimants were promoted; two were given training or Upward Mobility opportunities; five claims were rejected; two were withdrawn; three were appealed to an independent hearing examiner and were subsequently denied and/or discussed. The remaining five cases are anticipated to be closed by December 1980.

Contract Awards

Through Section 8(a) of the Small Business Act, small, minority-owned businesses can be helped through the award of non-competitive contracts. The Office of Compliance implements this Act for both ACTION and the Peace Corps.

In less than three years, ACTION/Peace Corps has increased its contracts with minority businesses by 80 percent. This effort has been strongly in keeping with the President's goal of tripling the amount of federal procurement from minority businesses. The objective is to provide equal opportunity for minorities to enter the economic mainstream. This year:

- ACTION awarded 39 8(a) contracts, valued at $2,709,330. as compared to Fiscal Year 1979 awards of 31 contracts valued at $1,667,000. This represents a dollar value increase of $1,042,330.
- Of the 39 contracts, ACTION accounted for 28 contracts valued at $746,882. Peace Corps accounted for the remaining 11 contracts, valued at $1,962,448.

ACTION also awarded 42 non 8(a) contracts in the amount of $104,812 to minority firms through the competitive or sole source process.

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Peace Corps
Regional Director
Africa

Mercedes Miller,
Assistant Director
Voluntary Citizen
Participation

Janet Watlington,
Assistant Director
Legistative & Inter-
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Barbara Kelley,
General Counsel

Mary King,
Deputy Director ACTION

Sam Brown,
Director ACTION

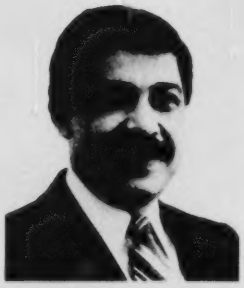
Richard Celeste,
Director Peace Corps

William Sykes,
Peace Corps
Deputy Director

Jennifer Froistad,
Peace Corps
Associate Director
Development Education

Helen Kelley,
Deputy Associate Director
Older American
Volunteer Programs

Perdita Huston,
Peace Corps
Regional Director
NANEAP



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Margery Tabankin,
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Raul Rodriguez,
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James Lancaster,
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Dennis Derryck,
Assistant Director
Policy & Planning

Jonathan Marks,
Peace Corps
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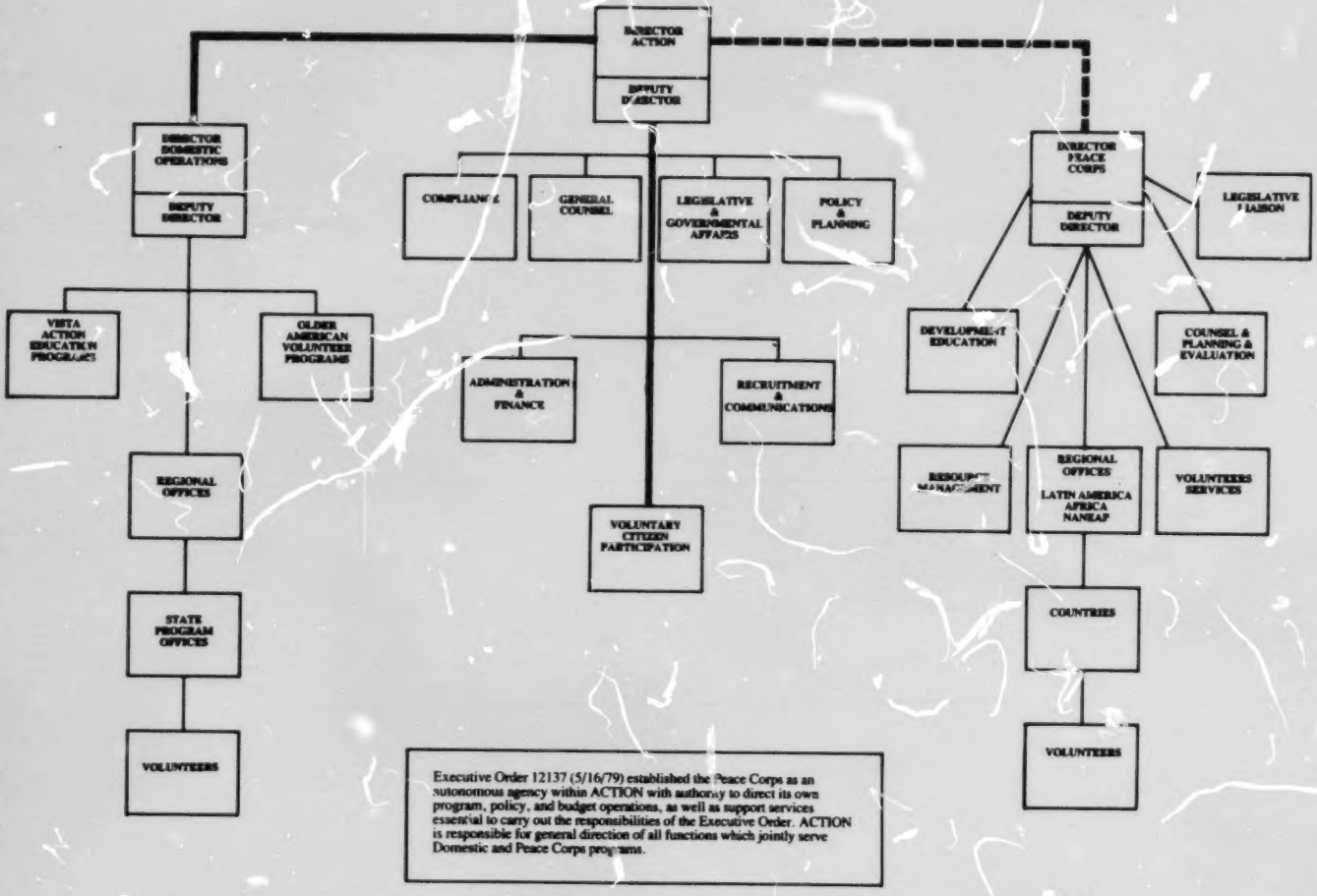
Planning & Evaluation

Karen Paget,
Deputy Associate Director
Domestic Operations

John Lewis,
Asoociate Director
Domestic Operations

There is no discrimination because of race, color, national origin, age, political beliefs, sex or religion. All ACTION services are administered on a non-discriminatory basis. Anyone who feels he/she has been discriminated against may write to the Office of Compliance, ACTION, Washington, D.C. 20525.



Executive Order 12137 (5/16/79) established the Peace Corps as an autonomous agency within ACTION with authority to direct its own program, policy, and budget operations, as well as support services essential to carry out the responsibilities of the Executive Order. ACTION is responsible for general direction of all functions which jointly serve Domestic and Peace Corps programs.